

Extra Ordinary Part - I-L / 2004

| Extra No. | Date | Department |
|------------------|-------------|--------------------------------|
| Extra No.1 | 19-02-2004 | Labour & Employment Department |
| Extra No.2 | 25-02-2004 | Labour & Employment Department |
| Extra No.3 | 26-03-2004 | Labour & Employment Department |
| Extra No.4 | 06-04-2004 | Labour & Employment Department |
| Extra No.5 | 06-04-2004 | Labour & Employment Department |
| Extra No.6 | 06-04-2004 | Labour & Employment Department |
| Extra No.7 | 06-04-2004 | Labour & Employment Department |
| Extra No.8 | 06-04-2004 | Labour & Employment Department |
| Extra No.9 | 22-04-2004 | Labour & Employment Department |
| Extra No.10 | 17-05-2004 | Labour & Employment Department |
| Extra No.11 | 17-06-2004 | Labour & Employment Department |
| Extra No.12 | 13-07-2004 | Labour & Employment Department |
| Extra No.13 | 13-07-2004 | Labour & Employment Department |
| Extra No.14 | 13-07-2004 | Labour & Employment Department |
| Extra No.15 | 16-07-2004 | Labour & Employment Department |
| Extra No.16 | 19-07-2004 | Labour & Employment Department |
| Extra No.17 | 20-07-2004 | Labour & Employment Department |
| Extra No.18 | 31-07-2004 | Labour & Employment Department |
| Extra No.19 | 31-07-2004 | Labour & Employment Department |
| Extra No.20 | 31-07-2004 | Labour & Employment Department |
| Extra No.21 | 18-08-2004 | Labour & Employment Department |
| Extra No.22 | 18-08-2004 | Labour & Employment Department |
| Extra No.23 | 19-08-2004 | Labour & Employment Department |
| Extra No.24 | 31-08-2004 | Labour & Employment Department |
| Extra No.25 | 17-09-2004 | Labour & Employment Department |
| Extra No.26 | 22-09-2004 | Labour & Employment Department |

Extra Ordinary Part - I-L / 2004

| Extra No. | Date | Department |
|--------------------|-------------------|---|
| Extra No.27 | 28-09-2004 | Labour & Employment Department |
| Extra No.28 | 28-09-2004 | Labour & Employment Department |
| Extra No.29 | 28-09-2004 | Labour & Employment Department |
| Extra No.30 | 28-09-2004 | Labour & Employment Department |
| Extra No.31 | 28-09-2004 | Labour & Employment Department |
| Extra No.32 | 29-09-2004 | Labour & Employment Department |
| Extra No.33 | 11-10-2004 | Labour & Employment Department |
| Extra No.34 | 11-10-2004 | Labour & Employment Department |
| Extra No.35 | 13-10-2004 | Labour & Employment Department |
| Extra No.36 | 21-10-2004 | Labour & Employment Department |
| Extra No.37 | 26-10-2004 | Labour & Employment Department |
| Extra No.38 | 27-10-2004 | Labour & Employment Department |
| Extra No.39 | 02-11-2004 | Labour & Employment Department |
| Extra No.40 | 06-11-2004 | Labour & Employment Department |
| Extra No.41 | 07-12-2004 | Labour & Employment Department |
| Extra No.42 | 07-12-2004 | Labour & Employment Department |
| Extra No.43 | 21-12-2004 | Labour & Employment Department |
| Extra No.44 | 22-12-2004 | Labour & Employment Department |



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
AHMEDABAD**

Notification

No. KH/SHMC/34203/MWA/6.—In pursuance of clause (d) of Section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad, the Competent Authority, appointed under clause (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

| Month | Cost of living Index Number |
|----------------|-----------------------------|
| November, 2003 | 2314 |

Ahmedabad, 11th February, 2004.

J. G. MUKHI,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Ahmedabad.

**નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા**

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૦૩/૨૦૦૪. સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ ના ખંડ (દ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતાં નાયબ શ્રમ આયુક્ત, અમદાવાદ અને ઉક્ત કલમ-૨ ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મહિનો | જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક |
|---------------|------------------------------|
| ૧ | ૨ |
| નવેમ્બર, ૨૦૦૩ | ૨૩૧૪ |

અમદાવાદ, તારીખ ૧૧મી ફેબ્રુઆરી, ૨૦૦૪.

જે. જી. મુખી,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



सत्यमेव जयते

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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
AHMEDABAD**

Notification

No. KH/SHMC/34204/MWA/6/2004.—In pursuance of clause (d) of Section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad, the Competent Authority, appointed under clause (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the Schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

| Month | Cost of living Index Number |
|----------------|-----------------------------|
| December, 2003 | 2347 |

Ahmedabad, 16th February, 2004.

J. G. MUKHI,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Ahmedabad.

**નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા**

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૦૪/૨૦૦૪.- સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ ના ખંડ (ઘ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતાં નાયબ શ્રમ આયુક્ત, અમદાવાદ અને ઉક્ત કલમ-૨ ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતાં આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મહિનો | જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક |
|----------------|------------------------------|
| ૧ | ૨ |
| ડિસેમ્બર, ૨૦૦૩ | ૨૩૪૭ |

અમદાવાદ, તારીખ ૧૬મી ફેબ્રુઆરી, ૨૦૦૪.

જે. જી. મુખી,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948,
AHMEDABAD**

Notification

No. KH/SHMC/34219/MWA/6.—In pursuance of clause (d) of Section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad, the Competent Authority, appointed under clause (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the Schedule to the Act.

SCHEDULES

(Average price for the calendar year 1960=100)

| Month | Cost of living Index Number |
|---------------|-----------------------------|
| January, 2004 | 2361 |

Ahmedabad, 23rd March, 2004.

J. G. MUKHI,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, 1948,
Ahmedabad.

**નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા**

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૧૯.— સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ ના ખંડ (ઘ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતાં નાયબ શ્રમ આયુક્ત, અમદાવાદ અને ઉક્ત કલમ-૨ ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિભાવેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મહિનો | જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક |
|-----------------|------------------------------|
| ૧ | ૨ |
| જાન્યુઆરી, ૨૦૦૪ | ૨૩૬૧ |

અમદાવાદ, તારીખ ૨૩મી માર્ચ, ૨૦૦૪.

જે. જી. મુખી,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notification, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૨૬-એમડબલ્યુએ-૬.-શિક્ષણ અને મજૂર
વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/
એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, અમદાવાદને સક્ષમ
અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં
આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની
કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત
સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ

પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૧મી ડીસેમ્બર, ૨૦૦૩ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મુદત | | સરેરાશ જીવન-નિર્વાહ ખર્ચના |
|-------------|----------------|----------------------------|
| માં શરૂ થતી | માં પૂરી થતી | સૂચિ-આંક |
| ૧ | ૨ | ૩ |
| જુલાઈ, ૨૦૦૩ | ડીસેમ્બર, ૨૦૦૩ | ૨૩૪૩ |

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. પરિશિષ્ટમાં દર્શાવ્યા મુજબ જાહેરનામા નંબર તથા વ્યવસાયથી ગુજરાત રાજ્યમાં પરિશિષ્ટમાં દર્શાવેલા રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૫મી એપ્રિલ, ૧૯૯૭ના રોજ અને તારીખ ૧લી મે ૧૯૯૭ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે, જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે ૩૦મી જુન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને તારીખ ૧લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૧૬૪૫ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૧૬૪૫ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક ૫.૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૧૬૪૫ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો ૧લી એપ્રિલ, ૨૦૦૪ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ ખેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૨૫મી એપ્રિલ, ૧૯૯૭ના ઉક્ત જાહેરનામા નં. પરિશિષ્ટમાં દર્શાવ્યા મુજબ અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી ૧લી ઓક્ટોબર, ૨૦૦૩ ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે

જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

પરિશિષ્ટમાં દર્શાવેલ રોજગારો:-

| કર્મચારી વર્ગ | ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) | |
|---------------|--|-----------|
| કુશળ, | દૈનિક રૂ. | માસિક રૂ. |
| અર્ધ-કુશળ, | રૂ. પૈ. | રૂ. પૈ. |
| બિન-કુશળ | ૨૮-૦૦ | ૭૨૮-૦૦ |

સ્પષ્ટીકરણ :- આ જાહેરનામાનાં હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૫મી એપ્રિલ, ૧૯૯૭ના જાહેરનામા નં. પરિશિષ્ટમાં દર્શાવ્યા મુજબ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

પરિશિષ્ટ

| અનુ. નંબર | વ્યવસાયનું નામ | જાહેરનામા ક્રમાંક અને તારીખ ૨૫મી એપ્રિલ, ૧૯૯૭ |
|-----------|--|--|
| ૧ | ૨ | ૩ |
| ૧. | ઓટોમોબાઇલ્સ રીપેરીંગ વર્ક્સ અને ગેરેજનો વ્યવસાય. | (૧) કેએચઆર-૯૦/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧) /એમ (૨) |
| ૨. | બેકરી ઉદ્યોગ. | (૨) કેએચઆર-૯૧/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨) /એમ (૨) |
| ૩. | બોબીન વ્યવસાય. | (૩) કેએચઆર-૯૨/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩) /એમ (૨) |
| ૪. | હાડકાનો ભૂકો બનાવવાનો વ્યવસાય. | (૪) કેએચઆર-૯૩/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૪) /એમ (૨) |

| ૧ | ૨ | ૩ |
|--|------------|---|
| ૫. ઈટ ઉત્પાદન વ્યવસાય. | (૫) | કેએચઆર-૯૪/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૫) /એમ (૨) |
| ૬. સિમેન્ટ મિસ્ટ્રેડની બનાવટોના કારખાના | (૬) | કેએચઆર-૯૫/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૬) /એમ (૨) |
| ૭.૮. રસ્તાઓના બાંધકામ કે નિભાવ કરવાની કે બાંધકામ અને મકાન જાળવણીનો વ્યવસાય | (૭) (૮) | કેએચઆર-૯૬/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૭-૮) /એમ (૨) |
| ૯. કોટન જીર્નીંગ, કોટન પ્રોસેસીંગનો વ્યવસાય. | (૯) | કેએચઆર-૯૭/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૯) /એમ (૨) |
| ૧૦. તબીબી વ્યવસાય, કલીનીક અથવા પેથોલોજીકલ પ્રયોગશાળા (હોસ્પિટલ અને નર્સીંગ હોમ સિવાય). | (૧૦) | કેએચઆર-૯૮/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૧૦) /એમ (૨) |
| ૧૧. સારકામ અને પાતાળકૂવા વ્યવસાય. | (૧૧) | કેએચઆર-૯૯/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૧૧) /એમ (૨) |
| ૧૨. ઇલેક્ટ્રોનીક્સ ઉદ્યોગ, એને સંબંધિત અથવા આનુસંગિક ઉદ્યોગ. | (૧૨) | કેએચઆર-૧૦૦/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૧૩) /એમ (૨) |
| ૧૩. ફિલ્મ ઉદ્યોગ, ફિલ્મનું ઉત્પાદન, વિસ્તરણ, પ્રદર્શન. | (૧૩) | કેએચઆર-૧૦૧/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૧૩) /એમ (૨) |
| ૧૪. મત્સ્ય ઉદ્યોગનો વ્યવસાય. | (૧૪) | કેએચઆર-૧૦૨/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૧૪) /એમ (૨) |
| ૧૫. ફોટેસ્ટ્રી અને ટીમ્બર ઓપરેશનનો વ્યવસાય. | (૧૫) | કેએચઆર-૧૦૩/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૧૫) /એમ (૨) |
| ૧૬. હોઝયરી ઉદ્યોગનો વ્યવસાય. | (૧૬) | કેએચઆર-૧૦૪/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૧૬) /એમ (૨) |
| ૧૭. હોસ્પિટલ અને નર્સીંગહોમનો વ્યવસાય. | (૧૭) | કેએચઆર-૧૦૫/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૧૭) /એમ (૨) |
| ૧૮. ૫૦ કરતાં ઓછા કામદારો કામે રાખતી ઔદ્યોગિક ઇજનેર સંસ્થાઓ. (ઓટોમોબાઇલ વર્ક્સ એન્ડ ગેરેજ વ્યવસાય સિવાય) | (૧૮) | કેએચઆર-૧૦૬/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૧૮) /એમ (૨) |
| ૧૯. ૫૦ કરતાં વધુ કામદારો કામે રાખતી ઔદ્યોગિક ઇજનેરી સંસ્થાઓ (ઓટોમો- બાઇલ્સ વર્ક્સ એન્ડ ગેરેજ સિવાય). | (૧૯) | કેએચઆર-૧૦૭/એમડબલ્યુએ/૧૦૯૭/ ૧૬૧૯ (૧૯) /એમ (૨) |

| ૧ | ૨ | ૩ |
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| ૨૦. જરી ઉધોગ (અખાડેદાર સિવાય) | (૨૦) કેએચઆર-૧૦૮/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨૦)/એમ (૨) | |
| ૨૧. ખાંડસરી ઉધોગ | (૨૧) કેએચઆર-૧૦૯/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨૧)/એમ (૨) | |
| ૨૨. (એ) મ્યુનિસિપલ કોર્પોરેશન | (૨૨-એ) કેએચઆર-૧૧૦/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨૨-એ)/એમ (૨) | |
| (બી) મ્યુનિસિપાલીટી | (૨૨-બી) કેએચઆર-૧૧૧/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨૨-બી)/એમ (૨) | |
| અને નગરપંચાયત | | |
| (સી) ગ્રામ પંચાયત | (૨૨-સી) કેએચઆર-૧૧૨/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨૨-સી)/એમ (૨) | |
| ૨૩. કારખાના ધારાની કલમ ૨ (કે) મુજબની ઉત્પાદન પ્રક્રિયા કરતી કોઈપણ સંસ્થાનો વ્યવસાય | (૨૫) કેએચઆર-૧૧૫/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨૫)/એમ (૨) | |
| ૨૪. રેડીમેડ ગારમેન્ટ અને દરજીકામનો વ્યવસાય | (૨૬) કેએચઆર-૧૧૬/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨૬)/એમ (૨) | |
| ૨૫. ઓઇલ મીલ ઉધોગ | (૨૭) કેએચઆર-૧૧૭/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨૭)/એમ (૨) | |
| ૨૬. પેટ્રોલ અને ડીઝલ પંપ ઉધોગ | (૨૮) કેએચઆર-૧૧૮/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨૮)/એમ (૨) | |
| ૨૭. ફાર્માસ્યુટિકલ ઉધોગ | (૨૯) કેએચઆર-૧૧૯/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૨૯)/એમ (૨) | |
| ૨૮. પ્લાસ્ટીક ઉધોગ | (૩૦) કેએચઆર-૧૨૦/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩૦)/એમ (૨) | |
| ૨૯. પોટરી ઉધોગ | (૩૧) કેએચઆર-૧૨૧/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩૧)/એમ (૨) | |
| ૩૦. પાવરલુમ ઉધોગ | (૩૨) કેએચઆર-૧૨૨/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩૨)/એમ (૨) | |
| ૩૧. પ્રિવીવીંગ ટેક્સટાઇલ પ્રોસેસીંગ ઉધોગ | (૩૩) કેએચઆર-૧૨૩/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩૩)/એમ (૨) | |
| ૩૨. પ્રિન્ટીંગ પ્રેસ, લેટર પ્રેસ, લીથો પ્રેસ તેમજ બાઇન્ડીંગ ઉધોગ | (૩૪) કેએચઆર-૧૨૪/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩૪)/એમ (૨) | |

| ૧ | ૨ | ૩ |
|---|--|---|
| ૩૩. પબ્લીક મોટર ટ્રાન્સપોર્ટ ઉદ્યોગ | (૩૫) કેએચઆર-૧૨૫/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩૫) /એમ (૨) | |
| ૩૪. કાગળ અને પૂંઠા બનાવવાનો ઉદ્યોગ | (૩૬) કેએચઆર-૧૨૬/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩૬) /એમ (૨) | |
| ૩૫. રહેણાંકની હોટલ, રેસ્ટોરન્ટ અથવા ભોજનાલયનો વ્યવસાય | (૩૭) કેએચઆર-૧૨૭/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩૭) /એમ (૨) | |
| ૩૬. રાઇસમીલ, ફ્લોરમીલ, દાળમીલનો ઉદ્યોગ | (૩૮) કેએચઆર-૧૨૮/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩૮) /એમ (૨) | |
| ૩૭. છાપરાના નળીયા બનાવવાનો વ્યવસાય | (૩૯) કેએચઆર-૧૨૯/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૩૯) /એમ (૨) | |
| ૩૮. રબર ઉદ્યોગ | (૪૦) કેએચઆર-૧૩૦/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૪૦) /એમ (૨) | |
| ૩૯. સાબુ ઉદ્યોગ | (૪૨) કેએચઆર-૧૩૨/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૪૨) /એમ (૨) | |
| ૪૦. પથ્થર તોડવાનો ઉદ્યોગ | (૪૩) કેએચઆર-૧૩૩/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૪૩) /એમ (૨) | |
| ૪૧. ખાંડ ઉદ્યોગ | (૪૪) કેએચઆર-૧૩૪/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૪૪) /એમ (૨) | |
| ૪૨. ચર્મ ઉદ્યોગ | (૪૫) કેએચઆર-૧૩૫/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૪૫) /એમ (૨) | |
| ૪૩. તમાકુ અને બીડી બનાવવાનો વ્યવસાય | (૪૬) કેએચઆર-૧૩૬/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૪૬) /એમ (૨) | |
| ૪૪. તમાકુની પ્રક્રિયા માટેના વ્યવસાય | (૪૭) કેએચઆર-૧૩૭/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૪૭) /એમ (૨) | |
| ૪૫. ગરમ ગાલીચા તથા સાલ બનાવવાનો ઉદ્યોગ | (૪૮) કેએચઆર-૧૩૮/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૪૮) /એમ (૨) | |

અમદાવાદ, તારીખ ૩૧મી માર્ચ, ૨૦૦૪.

જે. જી. મુખી,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notification, Orders and Awards (other than those published in Part I,
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and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૨૭-એમડબલ્યુએ-૬.-શિક્ષણ અને મજૂર
વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/
એમડબલ્યુએ/૧૦૬૪/૧૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, અમદાવાદને સક્ષમ
અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં
આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની
કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત
સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ

પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૧મી ડીસેમ્બર, ૨૦૦૩ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મુદત | | સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક |
|-------------|----------------|--|
| માં શરૂ થતી | માં પૂરી થતી | |
| ૧ | ૨ | ૩ |
| જુલાઈ, ૨૦૦૩ | ડીસેમ્બર, ૨૦૦૩ | ૨૩૪૩ |

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કેએચઆર/૪૮/એમડબલ્યુએ/૧૦૯૮/૩૪૪/મ (૨) થી ગુજરાત રાજ્યમાં દુકાન અથવા વાણિજ્ય સંસ્થાઓમાંની નોકરીના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતનમાં તારીખ ૨૧મી માર્ચ, ૧૯૯૪ના રોજ અને તારીખ ૨૧મી માર્ચ, ૧૯૯૪ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે તારીખ ૩૦મી જુન અને તારીખ ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને તારીખ ૧લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૧૦૪૦ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૧૦૪૦ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૧૦૪૦ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો ૧લી એપ્રિલ, ૨૦૦૪ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૨૧મી માર્ચ, ૧૯૯૪ના ઉક્ત જાહેરનામા નં. કેએચઆર/૪૮/એમડબલ્યુએ/૧૦૯૮/૩૪૪/મ (૨) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી ૧લી ઓક્ટોબર, ૨૦૦૩ના રોજ શરૂ થતાં છ મહિનાની

બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર (ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ ઉક્ત) અનુસૂચિ (૨)માં જણાવેલા ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે..

અનુસૂચિ-૨

દુકાન અથવા વાણિજ્ય સંસ્થાઓમાંની રોજગાર:

| કર્મચારી વર્ગ | ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) | |
|---------------|--|---------|
| કલાસ-૧-અ | રૂ. પૈ. | રૂ. પૈ. |
| કલાસ-૧-બ | ૫૨-૨૦ | ૧૩૫૭-૬૦ |
| કલાસ-૨ | | |
| કલાસ-૩ | | |

સ્પષ્ટીકરણ :- આ જાહેરનામાનાં હેતુ પુરતું કલાસ-૧-અ, ૧-બ, ૨ અને ૩નો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૧ મી માર્ચ, ૧૯૯૪ના જાહેરનામા નં. કેએચઆર/ ૪૮/એમડબલ્યુએ/૧૦૮૯/૩૪૪/મ (૨)માં જણાવેલા હેતુ માટે છે. અને તે અનુસાર કલાસ-૧-અ, ૧-બ, ૨ અને ૩ની રચના કરવામાં આવી છે.

અમદાવાદ, તારીખ ૩૧મી માર્ચ, ૨૦૦૪.

જે. જી. મુખી,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.

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નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૨૮-એમડબલ્યુએ-૬.-શિક્ષણ અને મજૂર
વિભાગના તારીખ ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/
એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, અમદાવાદને સક્ષમ
અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં
આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની
ક્લૉમ-૨ના ખંડ (દં) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત
સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ

પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૧મી ડીસેમ્બર, ૨૦૦૩ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મુદત | | સરેરાશ જીવન-નિર્વાહ ખર્ચના |
|-------------|----------------|----------------------------|
| માં શરૂ થતી | માં પૂરી થતી | સૂચિ-આંક |
| ૧ | ૨ | ૩ |
| જુલાઈ, ૨૦૦૩ | ડીસેમ્બર, ૨૦૦૩ | ૨૩૪૩ |

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કેએચઆર/૧૯૬/એમડબલ્યુએ/૧૦૯૮/૧૨૦૬/મ (૨) થી ગુજરાત રાજ્યમાં સોલ્ટ પાન ઈન્ડસ્ટ્રીના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતનમાં તારીખ ૫ મી ઓક્ટોબર, ૨૦૦૦ના રોજ અને તારીખ ૫મી ઓક્ટોબર, ૨૦૦૦ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે તારીખ ૩૦મી જુન અને તારીખ ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને તારીખ ૧લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૦૧૦ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૨૦૧૦ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક ૫.૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૦૧૦ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો ૧લી ઓક્ટોબર, ૨૦૦૨ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ ખેસડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૫મી ઓક્ટોબર, ૨૦૦૦ના ઉક્ત જાહેરનામા નં. કેએચઆર/૧૯૬/એમડબલ્યુએ/૧૦૯૮/૧૨૦૬/મ (૨) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી ૧લી ઓક્ટોબર, ૨૦૦૩ના રોજ શરૂ થતાં છ મહિનાની

બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર (ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ ઉક્ત) અનુસૂચિ (૨)માં જણાવેલા ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

સોલ્ડ પાન ઈન્ડસ્ટ્રી

| કર્મચારી વર્ગ | ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) | |
|---------------------------------|--|---------------------|
| કુશળ, અર્ધ-કુશળ, બિન-કુશળ | દૈનિક રૂ. પૈ. ૧૩-૪૦ | માસિક ૩૪૮-૪૦ |
| | | |

સ્પષ્ટીકરણ :- આ જાહેરનામાનાં હેતુ પુરતું કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૫મી ઓક્ટોબર, ૨૦૦૦ના જાહેરનામા નં. કેએચઆર/૧૯૬/એમડબલ્યુએ/૧૦૯૮/૧૨૦૬/મ (૨)માં દર્શાવેલા અને આ હેતુ માટે રૂચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

અમદાવાદ, તારીખ ૩૧મી માર્ચ, ૨૦૦૪.

જે. જી. મુખી,
નાયબ શ્રમ આયુક્ત અને
લઘુતમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notification, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાચબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૨૯-એમડબલ્યુએ-૬.-શિક્ષણ અને મજૂર
વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/
એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાચબ શ્રમ આયુક્ત, અમદાવાદને સક્ષમ
અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત' સક્ષમ અધિકારી' તરીકે કરવામાં
આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની
ક્લમ-૨ના ખંડ (દ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત
સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ

પડતા આ સાથે જોડેલી અનુસૂચિ-૧નાં ખાના (૩) માં દર્શાવ્યા પ્રમાણેના તા. ૩૧મી ડીસેમ્બર, ૨૦૦૩ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મુદત | | સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક |
|-------------|----------------|--|
| માં શરૂ થતી | માં પૂરી થતી | |
| ૧ | ૨ | ૩ |
| જુલાઈ, ૨૦૦૩ | ડીસેમ્બર, ૨૦૦૩ | ૨૩૪૩ |

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કેએચઆર/૬/એમડબલ્યુએ/૧૦૯૬/૨૧૬૮-પાર્ટ-૧-મ (૨) થી ગુજરાત રાજ્યમાં અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં કામ કરતાં બિન શૈક્ષણિક કામદારોના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની ખાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૩મી જાન્યુઆરી, ૨૦૦૩ના રોજ અને તારીખ ૨૩મી જાન્યુઆરી, ૨૦૦૩ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે તારીખ ૩૦મી જુન અને તારીખ ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને તારીખ ૧લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૨૩૫ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારીમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૨૨૩૫ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દરે ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક ૫.૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૨૩૫ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો ૧લી ઓક્ટોબર, ૨૦૦૩ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૨૩મી જાન્યુઆરી, ૨૦૦૩ના ઉક્ત જાહેરનામા નં. કેએચઆર-૬/એમડબલ્યુએ/૧૦૯૬/૨૧૬૮-પાર્ટ-૧/મ (૨) અન્વયે

મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી વલી ઓકટોબર, ૨૦૦૩ ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર (ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ ઉક્ત) અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં કામ કરતા
બિન-શૈક્ષણિક કામદારોની રોજગારી

| કર્મચારી વર્ગ (૧) | ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થુ) (૨) |
|----------------------|--|
| | દૈનિક માસિક |
| કલાસ-૧-અ | રૂ. પૈ. રૂ. પૈ. |
| કલાસ-૧-બ | ૦૪-૪૦ ૧૧૪-૪૦ |
| કલાસ-૨ | |
| કલાસ-૩ | |

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કલાસ-૧-અ, ૧-બ, ૨ અને ૩નો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૩મી જાન્યુઆરી, ૨૦૦૩ના જાહેરનામા નં. કેએચઆર/દુ/એમડબલ્યુએ/૧૦૯૬/૨૧૬૮-પાર્ટ-૧-મ (૨)માં જણાવેલા હેતુ માટે છે. અને તે અનુસાર કલાસ-૧-અ ૧-બ, ૨ અને ૩ની રચના કરવામાં આવી છે.

અમદાવાદ, તારીખ ૩૧મી માર્ચ, ૨૦૦૪.

જે. જી. મુખી,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
અમદાવાદ.

સરકારી મુદ્રાભાગ, વડોદરા.



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PART I-L

Notification, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૩૦-એમડબલ્યુએ-૬.-શિક્ષણ અને મજૂર
વિભાગના તારીખ ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/
એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, અમદાવાદને સક્ષમ
અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં
આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની
કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત
સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ

પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૧મી ડીસેમ્બર, ૨૦૦૩ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મુદત | | સરેરાશ જીવન-નિર્વાહ ખર્ચના |
|-------------|----------------|----------------------------|
| માં શરૂ થતી | માં પૂરી થતી | સૂચિ-આંક |
| ૧ | ૨ | ૩ |
| જુલાઈ, ૨૦૦૩ | ડીસેમ્બર, ૨૦૦૩ | ૨૩૪૩ |

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કેએચઆર/૧૫૮/૨૦૦૩/એમડબ્લ્યુએ/૧૦૨૦૦૧/૯૪૫/એમ(૨) થી ગુજરાત રાજ્યમાં 'ટેકીમેઇડ' ગારમેન્ટ બનાવવામાં અથવા તેની સહાયક સામગ્રી અને દરજી કામ કરતી ગ્રણ કરતાં વધુ કામદારોને જેમાં ગ્રાહ્ય રાખેલ હોય તેવી કોઇપણ સંસ્થામાંના રોજગારમાં (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર છુટકદરે (પીસ રેટ) કામ કરતાં કામદારોના સંબંધમાં લઘુત્તમ વેતન દરમાં તારીખ ૧૧મી નવેમ્બર, ૨૦૦૩ના રોજ અને તારીખ ૨૦મી નવેમ્બર, ૨૦૦૩ થી અમલી બને એ રીતે એવી સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે તારીખ ૩૦મી જુન અને તારીખ ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને તારીખ ૧લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૨૪૭ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૨૨૪૭ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક ૫.૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૨૪૭ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો ૧લી એપ્રિલ, ૨૦૦૪ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ ખેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી નવેમ્બર, ૨૦૦૩ના ઉક્ત જાહેરનામા નં. કેએચઆર/૧૫૮/૨૦૦૩/એમડબ્લ્યુએ-૧૦૨૦૦૧/૯૪૫/એમ(૨) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી વલી એપ્રિલ, ૨૦૦૪ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે કરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

રેડીમેઈડ ગારમેન્ટ બનાવવામાં અથવા તેની સહાયક સામગ્રી અને દરજ્જા કામ કરતી તથા કરતાં વધુ કામદારોને જેમાં કામે રાખેલ હોય તેવી કોઈપણ સંસ્થામાંના છુટક દરે (પીસ રેટ) કામ કરતાં કામદારોની રોજગારી.

| કર્મચારી વર્ગ | ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) | |
|---------------------------------------|--|---------|
| ૧ | ૨ | |
| ૧. પેટીકોટ બ્લાઉઝ (સેટ) | દૈનિક | માસિક |
| ૨. પેટીકોટ (ખાસ) પેટીકોટ (સામાન્ય) | રૂ. પૈ. | રૂ. પૈ. |
| ૩. ફોક (મીડી) ફોક (સામાન્ય) બાબા સુટે | ૩-૮૦ | ૯૮-૮૦ |
| ૪. ગાઉન (મળ્યા) બુશ શર્ટ / સદર | | |
| ૫. ચક્રી બેગ | | |

સ્પષ્ટીકરણ :- આ જાહેરનામાનાં હેતુ પુરતું આઈટેમ (વસ્તુ) ના નામનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી નવેમ્બર, ૨૦૦૩ના જાહેરનામા નં. કેએચઆર/૧૫૮/૨૦૦૩ એમડબ્લ્યુએ-૧૦૨૦૦૧-૯૪૫-એમ(૨)માં જણાવેલા હેતુ માટે છે. અને તે હેતુ અનુસાર આઈટેમ (વસ્તુ) ના નામની રચના કરવામાં આવી છે.

અમદાવાદ, ૩૧મી માર્ચ ૨૦૦૪.

જે. જી. મુખી,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 9

REGISTERED No. G-1A-14-E



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PART I-L

Notification, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948, AHMEDABAD.

Notification

No. KH/SHMC/34235/MWA/6.—In pursuance of clause (d) of section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad, the Competent Authority, appointed under clause (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

I-L—Extra-9

9/1

SCHEDULE

(Average price for the calendar year 1960=100)

| Month | Cost of Living Index Number |
|----------------|-----------------------------|
| February, 2004 | 2361 |

Ahmedabad, 13th April, 2004.

J. G. MUKHI,
Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, Ahmedabad.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૩૫.- સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (વ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ શ્રમ આયુક્ત, અમદાવાદ અને ઉક્ત કલમ-૨ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મહિના | જીવન-નિર્વાહ ખર્ચના સૂચિઆંક |
|-----------------|-----------------------------|
| ફેબ્રુઆરી, ૨૦૦૪ | ૨૩૬૧ |

અમદાવાદ, તારીખ ૧૩મી એપ્રિલ, ૨૦૦૪.

જે: જી. મુખી,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 10



REGISTERED No. G-BA-14-L



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948, AHMEDABAD.

Notification

No. KH/SHMC/34236/MWA/6.—In pursuance of clause (d) of section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad, the Competent Authority, appointed under clause (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

I-L—Extra-10

10/1

SCHEDULE

(Average price for the calendar year 1960=100)

| Month | Cost of Living Index Number |
|-------------|-----------------------------|
| March, 2004 | 2361 |

Ahmedabad, 13th May, 2004.

J. G. MUKHI,
Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, Ahmedabad.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૩૬.- સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની
કલમ-૨ના ખંડ (ધ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ શ્રમ આયુક્ત,
અમદાવાદ અને ઉક્ત કલમ-૨ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી
અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ
પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના
સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મહિનો | જીવન-નિર્વાહ ખર્ચના સૂચિઆંક |
|-------------|-----------------------------|
| માર્ચ, ૨૦૦૪ | ૨૩૬૧ |

અમદાવાદ, તારીખ ૧૩મી મે, ૨૦૦૪.

જે. જી. મુખી,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 11



REGISTERED No. G-BA-14-E



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

BY THE DEPUTY COMMISSIONER OF LABOUR AND
COMPETENT AUTHORITY UNDER THE MINIMUM
WAGES ACT, 1948, AHMEDABAD

Notification

No. KH/SHMC/34254/MWA/6.—In pursuance of clause (d) of section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad, the Competent Authority, appointed under clause (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

I-L—Extra-11

SCHEDULE

(Average) price for the calendar year 1960=100)

| Month | Cost of Living Index Number |
|-------------|-----------------------------|
| April, 2004 | 2371 |

Ahmedabad, 14th June, 2004.

J. G. MUKHI,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, Ahmedabad.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૫૪.- સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની
કલમ-૨ના ખંડ (ધ) મુજબ જે અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ શ્રમ આયુક્ત,
અમદાવાદ અને ઉક્ત કલમ-૨ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી
અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા
આ સાથે જોડેલી અનુસૂચિના ખાતા-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિઆંકની
જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના બાબત અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મહિનો | જીવન-નિર્વાહ ખર્ચના સૂચિઆંક |
|--------------|-----------------------------|
| એપ્રિલ, ૨૦૦૪ | ૨૩૭૧ |

અમદાવાદ, તારીખ ૧૪મી જુન, ૨૦૦૪.

જે. જી. મુખી,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૯મી જુલાઈ, ૨૦૦૪.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૪-૭૬-આઈડીએ-૨૦૦૨-૪૬૬-મ(૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે પેટ્રોકેમિકલ્સ ઉદ્યોગ હેઠળના શ્રમચોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે)ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન) ના પેટા-ખંડ (૬)થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ઇન્ડિયન પેટ્રોકેમીકલ્સ કોર્પોરેશન, વડોદરા હેઠળના રોજગારને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે "લોકોપયોગી સેવા" તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

જે. એલ. જોષી,
સેક્શન અધિકારી.

સરકારી મુદ્રશાલય, વડોદરા.



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જાહેરનામું

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ઔદ્યોગિક વિવાદ અધિનિયમ ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

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તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન) ના પેટા-ખંડ (૬) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ઇન્ડિયન રેયોન એન્ડ ઇન્ડસ્ટ્રીઝ લી., વેરાવળના રોજગારને આ જાહેરનામાની તારીખથી તા. ૩૧મી ડીસેમ્બર, ૨૦૦૪ સુધીની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે. ★

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

જે. એલ. જોશી,
સેક્શન અધિકારી.

સરકારી મુદ્રણાલય, વડોદરા.



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ઔદ્યોગિક વિવાદ અધિનિયમ ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૪/૭૮/આઈડીએ-૨૦૦૩-૧૮૧૮-મ (૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, દુધ અને દુધની બનાવટોના પ્રોસેસીંગ, ઉત્પાદન અને વિતરણ ઉદ્યોગ હેઠળના શ્રમચોગીઓના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે)ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન) ના પેટા-ખંડ(ફ)થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી મધર ડેરી, મુ. ભાટ, જી. ગાંધીનગરના સદરહુ રોજગારને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

જે. એલ. જોશી,
સેક્શન અધિકારી.

સરકારી મુદ્રણાલય, વડોદરા.



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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૪મી જુલાઈ, ૨૦૦૪.

ક્રમાંક કેએચઆર-૨૦૦૪/૮૦/આઈડીએ-૨૦૦૨-૧૨૧૨-મ (૪).- ગુજરાત સરકાર ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ની કલમ-૯(બી) થી મલેલ સત્તાની રૂએ ગુજરાત રાજ્ય માર્ગ વાહન વ્યવહાર નિગમ, અમદાવાદને આ જાહેરનામું પ્રસિદ્ધ થયાની તારીખથી ૬ (છ) માસની મુદત માટે ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ની કલમ-૯(એ) ની જોગવાઈઓમાંથી મુક્તિ આપવામાં આવે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એસ. કે. બામશિયા,

ઉપ-સચિવ.



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BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948, AHMEDABAD.

Notification

No. KH/SHMC/34274/MWA/6.—In pursuance of clause (d) of section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad, the Competent Authority, appointed under clause (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

| Month | Cost of Living Index Number |
|-----------|-----------------------------|
| May, 2004 | 2390 |

Ahmedabad, 15th July, 2004.

J. G. MUKHI,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, Ahmedabad.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૭૪.- સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (વ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ શ્રમ આયુક્ત, અમદાવાદ અને ઉક્ત કલમ-૨ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચા સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મહિનો | જીવન-નિર્વાહ ખર્ચના સૂચિઆંક |
|----------|-----------------------------|
| મે, ૨૦૦૪ | ૨૩૯૦ |

અમદાવાદ, તારીખ ૧૫મી જુલાઈ, ૨૦૦૪.

જે. જી. મુખી,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 17th July, 2004.

THE MINIMUM WAGES ACT, 1948.

No. KHR-84-2004-MWA-1090-1096-M(2).—The following draft of a notification which is proposed to be issued under sub-section (1) of section 3 of the Minimum Wages Act, 1948 (~~21~~ of 1948) (hereinafter referred to as "the said Act"), read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 containing proposal for fixing the Minimum Rates of Wages in respect of the employees in employments in "Private Security Guard Services"

covered under entry 56 in Part-1 of the Schedule to the said Act (hereinafter referred to as "the said Scheduled Employment") in the whole of the State of Gujarat is hereby published as required clause (B) of sub-section (1) of Section 5 of the said Act, for the information of all persons likely to be affected thereby and, notice hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the *Official Gazette*.

Any representation which may be received by the Commissioner of Labour, Gujarat State, O-3, New Mental Hospital Compound, Meghaninagar, Ahmedabad-380 016, from any person in respect of the said draft notification, on or before the expiry of the aforesaid period, will be taken into consideration by the Government.

DRAFT NOTIFICATION

In exercise of the powers conferred by sub section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Gujarat hereby, with effect on and from the 17th October, 2004 fixes the Minimum rates of wages in respect of the employees employed in the said scheduled employment in the whole of the State of Gujarat so as to consist of: -

- (a) The basic rates of wages as set out in Columns 3 and 4 of the Schedule appended hereto in respect of the zones specified in these columns as the basic rates payable by the month and by the day, respectively, in such zones to the classes of the employees mentioned against them in column 2, thereof, and;
- (b) a Special Allowances and directs that so long as the notification is in force, the rate of such special allowances shall be adjusted by the Competent Authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period of six months ending on the 30th June and 31st December, respectively, in such manner that :-
 - (i) for the rise of every five points over the cost of Living Index Numbers 2343 or ever any such number, which is greater than 2343 applicable to employees in the said Scheduled employment, the Special Allowance payable in addition to the basic wages shall be Rs. 00.20 paise per day as Rs. 5.20 per month;

- (ii) for the fall of every five points below any cost of Living Index Number, which is not less than 2343, the Special allowance shall be reduced at the rate of Rs. 00.20 paise per day or Rs. 5.20 per month;

Provided that the rates of Special Allowance shall be first adjusted at the interval of the period of six months commencing from the 17th July, 2004.

SCHEDULE

| Sr. No. | Class of employees | Rates payable by the day for different Zones | | Rates payable by the month for different Zones | |
|------------|--|---|---------|---|---------|
| | | Zone-I | Zone-II | Zone-I | Zone-II |
| 1 | 2 | 3 | | 4 | |
| 1. | SKILLED | | | | |
| | Manager, Security Officer, Gunman (Licensee), | 95-00 | 94-00 | 2470-00 | 2444-00 |
| | Employees by whatever name called doing work of the nature done by persons falling under any of the fore- going entries. | | | | |
| 2. | SEMI-SKILLED | | | | |
| | Office Assistant, Clerk, Accountant, Head Watchman. | 93-00 | 92-00 | 2418-00 | 2392-00 |
| | Employees by whatever name called doing work of the nature done by persons falling under any of the fore- going entries. | | | | |
| 3. | UN-SKILLED | | | | |
| | Watchman, Office- boy, Peon, Security Guard. | 91-00 | 90-00 | 2366-00 | 2340-00 |

| 1 | 2 | 3 | 4 |
|---|--|---|---|
| | Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries. | | |

Explanation : For the purpose of this Notification :-

- I. (a) Zone - I shall comprise the areas in the State of Gujarat within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949, and the area falling within a peripheral distance of 10 Kilometers from the aforesaid limits.
- (b) Zone - II shall comprise all the areas in the State of Gujarat, other than those included in Zone - I.
- II. The worker employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- III. The employees employed by Contractor or other agencies in the Scheduled Employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- IV. The perquisites of facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- V. Male and Female employee should be given equal wages for equal work.
- VI. The minimum rates of wages payable to an Apprentice employed on skilled or semi-skilled work shall be paid 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat.

S. K. BAMANIYA,
Under Secretary.



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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૯મી જુલાઈ, ૨૦૦૪.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭ નો ૧૪ મો).

ક્રમાંક કેએચઆર-૨૦૦૪/૯૬/આઈડીએ-૧૦૨૦૦૪-૧૯૦૫-મ (૪).- ગુજરાત સરકારને
ખાતરી થઈ છે કે હોસ્પિટલ ઉદ્યોગ હેઠળના કામદારોના રોજગારને સને ૧૯૪૭ ના
ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી ઉક્ત અધિનિયમ એ રીતે કરેલ છે)
ના હેતુઓ માટે લોકોપયોગી સેવા તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

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તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ ના ખંડ (એન) ના પેટા-ખંડ(૬) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ધી ગુજરાત કેન્સર રીસર્ચ ઈન્સ્ટીટ્યુટ (એમ. પી. શાહ કેન્સર હોસ્પિટલ) રીજીયોનલ સેન્ટર, રોજગારને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે લોકોપયોગી સેવા તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એસ. કે. બામણિયા,
ઉપ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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અધિનિયમ એ રીતે કરેલ છે) ના હેતુઓ માટે લોકોપયોગી સેવા તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન) ના પેટા-ખંડ (૬) થી મળેલી સત્તાની રૂએ ગુજરાત સરકાર, આથી સદરહુ રોજગારની સેવાને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે લોકોપયોગી સેવા તરીકે જાહેર કરે છે.

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એસ. કે. બામણિયા,
ઉપસચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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રીતે કરેલ છે) ના હેતુઓ માટે લોકોપયોગી સેવા તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

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ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

જે. એલ. જોશી,
સેક્શન અધિકારી.

સરકારી મુદ્રણાલય, વડોદરા.



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તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ ના ખંડ (એન) ના પેટા-ખંડ(દ) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ઈન્ડિયન પેટ્રોકેમીકલ્સ કોર્પોરેશન લી. ગાંધાર પેટ્રોકેમીકલ્સ કોમ્પ્લેક્સ, દહેજ, જિ. ભરૂચ હેઠળના કામદારોના રોજગારની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

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સરકારી મુદ્રણાલય, વડોદરા.



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ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૪-૧૦૪-આઈડીએ-૧૦૨૦૦૩-૧૭૯૦-મ (જ).— ગુજરાત સરકારને ખાતરી થઈ છે કે, દૂધ ઉત્પાદન, વિતરણ તથા તેના આધારિત અન્ય જીવન ઉપયોગી બનાવટો બનાવતા ઉદ્યોગ હેઠળના કામદારોના રોજગારને સને ૧૯૪૭ ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન) ના પેટા-ખંડ (૬) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, આથી ખેડા જિલ્લા સહકારી દૂધ ઉત્પાદક સંઘ, આણંદ તથા તેની સાથે સંકળાયેલ સંસ્થાઓના કામદારોના રોજગારને આ જાહેરનામાની તારીખથી છાંયાસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એસ. કે. બામણીયા,

ઉપ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

**BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948, AHMEDABAD.**

Notification

No. KH/SHMC/34278/MWA/6.—In pursuance of clause (d) of section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad, the Competent Authority, appointed under clause (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the schedulee annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

| Month | Cost of Living Index Number |
|------------|-----------------------------|
| June, 2004 | 2414 |

Ahmedabad, 16th August, 2004.

P.K. VASAVADA,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, Ahmedabad.

નાયબ શ્રમ આયુક્ત અને સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૭૮-૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ શ્રમ આયુક્ત, અમદાવાદ અને ઉક્ત કલમ-૨ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મહિનો | જીવન-નિર્વાહ ખર્ચના સૂચિઆંક |
|-----------|-----------------------------|
| જુન, ૨૦૦૪ | ૨૪૧૪ |

અમદાવાદ, તારીખ ૧૬મી ઓગસ્ટ, ૨૦૦૪.

પી. કે. વસાવડા,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 25th August, 2004.

THE MINIMUM WAGES ACT, 1948.

No. KHR-2004/110-MWA-1094-I.26M(2).— Whereas by the Government Notification, Labour and Employment Department No. KHR-117-2003-MWA-1094-I.26-M(2), dated 26th August, 2003, which was published in the Gujarat Government Gazette, Extra ordinary Part I-L, Extra No. 38 at pages 38/1 to 38/3, dated the 1st September, 2003, the Government of Gujarat gave not less than two months' notice regarding its proposal to fix the minimum rates of wages for piece work in respect of the employees employed in any Agarbatti Making Industry (including

home based employment) in the whole of the State of Gujarat (hereinafter referred to as "the said Scheduled Employment");

And whereas, the objections and suggestions received from the public in respect of the said notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (a) of sub-section (1) and clause (b) of sub-section (2) of section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Gujarat hereby fixes with effect on and from the, 25th August, 2004 the minimum rates of wages for piece work in respect of the employees working on piece-rate basis in the said Scheduled employment in the whole of the State of Gujarat, so as to consist of the basic rates of wages as set out in column 3 of the Schedule appended hereto in respect of the basic rates payable by the day to the class of the employees mentioned against them in column-2 thereof. The minimum rates of wages so fixed shall be reviewed at least after two years with tripartite consultation.

SCHEDULE

| Sr. No. | Class of employees | Rates payable per day |
|---------------------|-----------------------|---|
| 1 | 2 | 3 |
| Skilled | | |
| 1. Manager | } | 100/- (Rupees One hundred only) to every category. |
| 2. Accountant | | |
| 3. Head Clerk | | |
| 4. Salesman | | |
| 5. Dipping | | |
| 6. Driver | | |
| Semi-skilled | | |
| Sales Assistant | | 65/- (Rupees Sixty five only) |
| Unskilled | | |
| 1. Peon | } | 55/- (Rupees Fifty five only) |
| 2. Helper | | |
| 3. Watchman | | |
| 4. Sweeper | | |
| 5. Cleaner | | |

FOR HOME WORKERS AND FACTORY WORKERS :-

| | | | |
|----|------------------------|----------|--------------------------|
| 1. | Water based agarbatti | 1000 | Agarbatti Rs. 6.50 n. p. |
| 2. | Oil based agarbatti | 1000 | Agarbatti Rs. 7.00 n. p. |
| 3. | Raw agarbatti packing | 500 gms. | Each 0.25 n. p. |
| 4. | Roll agarbatti packing | 100 gms. | Each 0.07 n. p. |
| | | 250 gms. | Each 0.15 n. p. |
| | | 500 gms. | Each 0.25 n. p. |
| 5. | Box batti packing | 1 dozen | Rs. 1.00 n. p. |

Explanation for the purpose of this Notification :-

1. The worker employed on part-time basis shall be paid 50 percent of the minimum rates of wages if he/she works upto four hours and if he/she works for more than four hours he/she shall be paid full minimum rates of wages.
2. The employees employed by the contractor or other agencies in the Scheduled employment shall not be paid less than the wages payable to the category of the employees to which they belong.
3. The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of the minimum rates of wages.
4. Male and female employees should be given equal wages for equal work.
5. The minimum rates of wages payable to an Apprentice employed on skilled or unskilled work shall be paid 75 percent of the minimum rates of wages fixed for the classes of employees to which he belongs for the first three months. After three months, they shall be paid in full.

By order and in the name of the Governor of Gujarat.

S. K. BAMNIYA,
Under Secretary
to the Government.

EXTRA No. 25

REGISTERED No. G-BA-14-E



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 13th September, 2004.

THE MINIMUM WAGES ACT, 1948.

No. KHR/2004/127-MWA-102004-41-M(2).--In exercise of the powers conferred under section 27 of the Minimum Wages Act, 1948(XI of 1948) (hereinafter referred to as "the said Act"), the Government of Gujarat hereby gives notice of

25/2 GUJ. GOVT. GAZ. EX., SEPT. 17, 2004/BHADRA 26, 1926. [PART I-L

its intention to add to Part-I of the Schedule to the said Act, with effect on and from 1st December, 2004 the following employment in respect of which, it is of opinion that minimum rates of wages should be fixed under the Act, namely :-

"Employment in Kite Making Industry (including home based employment)".

By order and in the name of the Governor of Gujarat,

S. K. BAMANIYA,
Deputy Secretary.

PRINTED AT THE GOVERNMENT PRESS, VAIDARA.



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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948, AHMEDABAD.

Notification

No. KH/SHMC/34293/MWA/6.—In pursuance of clause (d) of section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad, the Competent Authority, appointed under clause (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

| Month | Cost of Living Index Number |
|------------|-----------------------------|
| July, 2004 | 2423 |

Ahmedabad, 17th September, 2004.

P. K. VASAVADA,
Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, Ahmedabad.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૯૩.- ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ શ્રમ આયુક્ત, અમદાવાદ અને ઉક્ત કલમ-૨ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આંખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મહિનો | જીવન-નિર્વાહ ખર્ચના સૂચિઆંક |
|-------------|-----------------------------|
| જુલાઈ, ૨૦૦૪ | ૨૪૨૩ |

અમદાવાદ, તારીખ ૧૭મી સપ્ટેમ્બર, ૨૦૦૪.

પી. કે. વસાવાડા,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૩૨૯૪-એમડબલ્યુએ-દ.-શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી અન્વયે નાયબ શ્રમ આયુક્ત, અમદાવાદને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩) માં દર્શાવ્યા પ્રમાણેના

તારીખ ૩૦મી જુન, ૨૦૦૪ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ-૧૦૦)

| મુદત | | સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક |
|-----------------|--------------|-------------------------------------|
| માં શરૂ થતી | માં પૂરી થતી | |
| ૧ | ૨ | ૩ |
| જાન્યુઆરી, ૨૦૦૪ | જુન, ૨૦૦૪ | ૨૩૭૬ |

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. પરિશિષ્ટમાં દર્શાવ્યા મુજબ જાહેરનામા નંબર તથા વ્યવસાય થી ગુજરાત રાજ્યમાં પરિશિષ્ટમાં દર્શાવેલ રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૫મી એપ્રિલ, ૧૯૮૭ના રોજ અને તારીખ ૧લી મે, ૧૯૮૭ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે અનુક્રમે તારીખ ૩૦મી જુન અને તારીખ ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાના ૬ મહિના માટેના તારીખ ૧લી ઓક્ટોબર અને તારીખ ૧લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૧૬૪૫ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૧૬૪૫ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક પ.૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૧૬૪૫ કરતાં નીચો ન. હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી ઓક્ટોબર, ૨૦૦૪ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૨૫મી એપ્રિલ, ૧૯૮૭ના ઉક્ત જાહેરનામાના (પરિશિષ્ટમાં દર્શાવ્યા મુજબ) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી ઓક્ટોબર, ૨૦૦૪ ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે કરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

પરિશિષ્ટમાં દર્શાવેલ રોજગારીઓ :-

| કર્મચારી વર્ગ | ખાસ ભથ્થાની રકમ (જીવન ખર્ચ નિર્વાહ પેટે ભથ્થું) |
|----------------------------------|---|
| (૧) | (૨) |
| કુશળ, અર્ધ-કુશળ, બિન-કુશળ, | દૈનિક રૂા. પૈસા ૨૯-૨૦ પૈસા માસિક રૂા. રૂા. પૈસા ૭૫૯-૨૦ |

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૫મી એપ્રિલ, ૧૯૯૭ના જાહેરનામાના પરિશિષ્ટમાં દર્શાવ્યા મુજબ દર્શાવેલ અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધકુશળ અને બિન-કુશળ વર્ગના કર્મચારીઓ એવો થશે.

પરિશિષ્ટ

| અ. નં. | વ્યવસાયનું નામ | જાહેરનામા ક્રમાંક અને તારીખ |
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| ૧ | ૨ | ૩ |
| ૧. | ઓટોમોબાઈલ્સ રીપેરીંગ વર્ક્સ અને ગેરેજનો વ્યવસાય. | (૧) કેએચઆર-૮૦/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૧)/એમ (૨) તા. ૨૫-૪-૯૭ |
| ૨. | બેકરી ઉદ્યોગ. | (૨) કેએચઆર-૮૧/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૨)/એમ (૨) તા. ૨૫-૪-૯૭ |
| ૩. | બોબીન વ્યવસાય. | (૩) કેએચઆર-૮૨/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૩)/એમ (૨) તા. ૨૫-૪-૯૭ |
| ૪. | હાડકાંનો ભૂકો બનાવવાનો વ્યવસાય. | (૪) કેએચઆર-૮૩/એમડબલ્યુએ/૧૦૮૭/૧૬૧૯ (૪)/એમ (૨) તા. ૨૫-૪-૯૭ |

| ૧ | ૨ | ૩ |
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| ૫. | ઈંટ ઉત્પાદન વ્યવસાય. | (૫) કેએચઆર-૯૪/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૫)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૬. | સિમેન્ટ પ્રિસ્ટ્રેડની બનાવટોના વ્યવસાય. | (૬) કેએચઆર-૯૫/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૬)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૭,૮. | રસ્તાઓના બાંધકામ કે નિભાવ કરવાની કે બાંધકામ અને મકાન જાળવણીનો વ્યવસાય. | (૭)(૮) કેએચઆર-૯૬/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૭,૮)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૯. | કોટન જીનીંગ, કોટન પ્રોસેસીંગનો વ્યવસાય. | (૯) કેએચઆર-૯૭/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૯)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૧૦. | તબીબી વ્યવસાય, કલીનીક અથવા પેથોલોજીકલ પ્રયોગશાળા (હોસ્પિટલ અને નર્સીંગહોમ સિવાય). | (૧૦) કેએચઆર-૯૮/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૦)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૧૧. | સારકામ અને પાતાળકૂવા વ્યવસાય. | (૧૧) કેએચઆર-૯૯/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૧)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૧૨. | ઈલેક્ટ્રોનીક્સ ઉદ્યોગ અને સંબંધિત અથવા આનુસંગિક ઉદ્યોગ. | (૧૨) કેએચઆર-૧૦૦/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૩)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૧૩. | ફિલ્મ ઉદ્યોગ, ફિલ્મનું ઉત્પાદન, વિતરણ, પ્રદર્શન. | (૧૩) કેએચઆર-૧૦૧/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૩)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૧૪. | મત્સ્ય ઉદ્યોગનો વ્યવસાય | (૧૪) કેએચઆર-૧૦૨/એમડબલ્યુએ/૧૦૯૭/૧૬૧૯ (૧૪)/એમ (૨), તા. ૨૫-૪-૯૭ |

| ૧ | ૨ | ૩ |
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| ૧૫. | ફોરેસ્ટ્રી અને ટીમ્બર ઓપરેશનનો વ્યવસાય. | (૧૫) કેએચઆર-૧૦૩/એમડબલ્યુએ/ ૧૦૮૭/૧૬૧૮ (૧૫)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૧૬. | હોઝીયરી ઉદ્યોગનો વ્યવસાય. | (૧૬) કેએચઆર-૧૦૪/એમડબલ્યુએ/ ૧૦૮૭/૧૬૧૮ (૧૬)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૧૭. | હોસ્પિટલ અને નર્સિંગહોમનો વ્યવસાય. | (૧૭) કેએચઆર-૧૦૫/એમડબલ્યુએ/ ૧૦૮૭/૧૬૧૮ (૧૭)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૧૮. | ૫૦ કરતાં ઓછા કામદારો કામે રાખતી ઔદ્યોગિક ઈજનેર સંસ્થાઓ (ઓટો-મોબાઈલ વર્ક્સ એન્ડ ગેરેજ સિવાય). | (૧૮) કેએચઆર-૧૦૬/એમડબલ્યુએ/ ૧૦૮૭/૧૬૧૮ (૧૮)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૧૯. | ૫૦ કરતાં વધુ કામદારો કામે રાખતી ઈજનેરી સંસ્થાઓ (ઓટોમોબાઈલ વર્ક્સ એન્ડ ગેરેજ સિવાય). | (૧૯) કેએચઆર-૧૦૭/એમડબલ્યુએ/ ૧૦૮૭/૧૬૧૮ (૧૯)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૨૦. | જરી ઉદ્યોગ (અખાડેદાર સિવાય). | (૨૦) કેએચઆર-૧૦૮/એમડબલ્યુએ/ ૧૦૮૭/૧૬૧૮ (૨૦)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૨૧. | ખાંડસરી ઉદ્યોગ. | (૨૧) કેએચઆર-૧૦૯/એમડબલ્યુએ/ ૧૦૮૭/૧૬૧૮ (૨૧)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૨૨. | (એ) મ્યુનિસિપલ કોર્પોરેશન. | (૨૨-એ) કેએચઆર-૧૧૦/એમડબલ્યુએ/ ૧૦૮૭/૧૬૧૮ (૨૨-એ)/એમ (૨), તા. ૨૫-૪-૯૭ |
| | (બી) મ્યુનિસિપાલીટી અને નગરપંચાયત. | (૨૨-બી) કેએચઆર-૧૧૧/એમડબલ્યુએ/ ૧૦૮૭/૧૬૧૮ (૨૨-બી)/એમ (૨), તા. ૨૫-૪-૯૭ |
| | (સી) ગ્રામ પંચાયત. | (૨૨-સી) કેએચઆર-૧૧૨/એમડબલ્યુએ/ ૧૦૮૭/૧૬૧૮ (૨૨-સી)/એમ (૨), તા. ૨૫-૪-૯૭ |

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| ૨૩. | કારખાના ધારાની કલમ-૨ (કે) મુજબની ઉત્પાદન પ્રક્રિયા કરતી કોઈપણ સંસ્થાનો વ્યવસાય | (૨૫) કેએચઆર-૧૧૫/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૨૫)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૨૪. | રેડીમેડ ગારમેન્ટ અને દરજીકામનો વ્યવસાય. | (૨૬) કેએચઆર-૧૧૬/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૨૬)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૨૫. | ઓઈલ મીલ ઉદ્યોગ. | (૨૭) કેએચઆર-૧૧૭/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૨૭)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૨૬. | પેટ્રોલ અને ડીઝલ પંપ ઉદ્યોગ. | (૨૮) કેએચઆર-૧૧૮/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૨૮)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૨૭. | ફાર્માસ્યુટીકલ ઉદ્યોગ. | (૨૯) કેએચઆર-૧૧૯/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૨૯)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૨૮. | પ્લાસ્ટીક ઉદ્યોગ. | (૩૦) કેએચઆર-૧૨૦/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૩૦)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૨૯. | પોટરી ઉદ્યોગ. | (૩૧) કેએચઆર-૧૨૧/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૩૧)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૩૦. | પાવરલુમ ઉદ્યોગ. | (૩૨) કેએચઆર-૧૨૨/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૩૨)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૩૧. | પ્રિવીવીંગ ટેક્સટાઈલ પ્રોસેસીંગ ઉદ્યોગ. | (૩૩) કેએચઆર-૧૨૩/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૩૩)/એમ (૨), તા. ૨૫-૪-૯૭ |

| ૧ | ૨ | ૩ |
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| ૩૨. પ્રિન્ટીંગ પ્રેસ, લેટરપ્રેસ, લીથોપ્રેસ તેમજ બાઈન્ડીંગ ઉદ્યોગ. | (૩૪) | કેએચઆર-૧૨૪/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૩૪)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૩૩. પબ્લીક મોટર ટ્રાન્સપોર્ટ ઉદ્યોગ. | (૩૫) | કેએચઆર-૧૨૫/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૩૫)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૩૪. કાગળ અને પૂંઠા બનાવવાનો ઉદ્યોગ. | (૩૬) | કેએચઆર-૧૨૬/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૩૬)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૩૫. રહેણાંકની હોટલ, રેસ્ટોરન્ટ અથવા ભોજનાલયનો વ્યવસાય. | (૩૭) | કેએચઆર-૧૨૭/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૩૭)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૩૬. રાઈસમીલ, ફ્લોરમીલ, દાલમીલનો વ્યવસાય. | (૩૮) | કેએચઆર-૧૨૮/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૩૮)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૩૭. છાપરાના નળીયા બનાવવાનો વ્યવસાય. | (૩૯) | કેએચઆર-૧૨૯/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૩૯)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૩૮. રબર ઉદ્યોગ. | (૪૦) | કેએચઆર-૧૩૦/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૪૦)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૩૯. સાબુ ઉદ્યોગ. | (૪૨) | કેએચઆર-૧૩૨/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૪૨)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૪૦. પથ્થર તોડવાનો ઉદ્યોગ. | (૪૩) | કેએચઆર-૧૩૩/એમડબલ્યુએ/ ૧૦૯૭/૧૬૧૯ (૪૩)/એમ (૨), તા. ૨૫-૪-૯૭ |

| ૧ | ૨ | ૩ |
|-----|--------------------------------------|--|
| ૪૧. | ખાંડ ઉદ્યોગ. | (૪૪) કેએચઆર-૧૩૪/એમડબ્લ્યુએ/ ૧૦૮૭/૧૬૧૮ (૪૪)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૪૨. | ચર્મ ઉદ્યોગ. | (૪૫) કેએચઆર-૧૩૫/એમડબ્લ્યુએ/ ૧૦૮૭/૧૬૧૮ (૪૫)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૪૩. | તમાકુ અને બીડી બનાવવાનો વ્યવસાય. | (૪૬) કેએચઆર-૧૩૬/એમડબ્લ્યુએ/ ૧૦૮૭/૧૬૧૮ (૪૬)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૪૪. | તમાકુની પ્રક્રિયા માટેનો વ્યવસાય. | (૪૭) કેએચઆર-૧૩૭/એમડબ્લ્યુએ/ ૧૦૮૭/૧૬૧૮ (૪૭)/એમ (૨), તા. ૨૫-૪-૯૭ |
| ૪૮. | ગરમ ગાલીચા તથા સાલ બનાવવાનો વ્યવસાય. | (૪૮) કેએચઆર-૧૩૮/એમડબ્લ્યુએ/ ૧૦૮૭/૧૬૧૮ (૪૮)/એમ (૨), તા. ૨૫-૪-૯૭ |

અમદાવાદ, તારીખ ૨૩મી સપ્ટેમ્બર, ૨૦૦૪.

પી. કે. વસાવડા,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ, ૧૯૪૮
અન્વયેના સક્ષમ અધિકારી,
અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notification, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૮૫-એમડબલ્યુએ-૬.- શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબલ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, અમદાવાદને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિ-૧ના

ખાના (૩) માં દર્શાવ્યા પ્રમાણેના તારીખ ૩૦મી જૂન, ૨૦૦૪ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મુદત | | સરેરાશ જીવન નિર્વાહ ખર્ચના |
|-----------------|--------------|----------------------------|
| માં શરૂ થતી | માં પૂરી થતી | સૂચિ-આંક |
| ૧ | ૨ | ૩ |
| જાન્યુઆરી, ૨૦૦૪ | જૂન, ૨૦૦૪ | ૨૩૭૬ |

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કે.એચ.આર./૪૮/એમડબ્લ્યુએ/૧૦૮૮/૩૪૪/મ (૨) થી ગુજરાત રાજ્યમાં દુકાન અથવા વાણિજ્ય સંસ્થાઓમાંની નોકરીના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૧મી માર્ચ ૧૯૮૪ના રોજ અને તારીખ ૨૧મી માર્ચ, ૧૯૮૪ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે અનુક્રમે ૩૦મી જૂન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના ૧ લી ઓક્ટોબર અને ૧ લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૧૦૪૦ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૧૦૪૦ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦.૨૦ અથવા માસિક ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૧૦૪૦ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તા. ૧લી ઓક્ટોબર, ૨૦૦૪ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભાગમાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૨૧મી માર્ચ, ૧૯૮૪ ના ઉક્ત જાહેરનામા નં. કે.એચ.આર./૪૮/એમડબ્લ્યુએ/૧૦૮૮/૩૪૪/મ (૨) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી ૧લી ઓક્ટોબર, ૨૦૦૪ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર (ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

દુકાન અથવા વાણિજ્ય સંસ્થાઓમાંની રોજગારી :

| કર્મચારી વર્ગ (૧) | ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) (૨) | |
|----------------------|---|----------|
| | દૈનિક | માસિક |
| કલાસ - ૧ - અ | રૂ. પૈસા | રૂ. પૈસા |
| કલાસ - ૧ - બ | ૫૩.૪૦ | ૧૩૮૮-૪૦ |
| કલાસ- ૨ | | |
| કલાસ - ૩ | | |

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કલાસ ૧-અ, ૧-બ, ૨ અને ૩નો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૧મી માર્ચ, ૧૯૯૪ના જાહેરનામા નં. કેએચઆર/૪૮/એમડબલ્યુએ/૧૦૮૯/૩૪૪/મ (૨) માં જણાવેલા હેતુ માટે છે અને તે અનુસાર કલાસ ૧-અ, ૧-બ, ૨ અને ૩ ની રચના કરવામાં આવી છે.

અમદાવાદ, તારીખ ૨૩મી સપ્ટેમ્બર, ૨૦૦૪.

પી. કે. વસાવડા,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૯૬-એમડબ્લ્યુએ-૬.- શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગષ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબ્લ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, અમદાવાદને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ

પડતા આ સાથે જોડેલી અનુસૂચિ-૧ ના ખાના (૩) માં દર્શાવ્યા પ્રમાણેના તા. ૩૦મી ડીસેમ્બર, ૨૦૦૪ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મુદત | | સરેરાશ જીવન નિર્વાહ ખર્ચના |
|-----------------|--------------|----------------------------|
| માં શરૂ થતી | માં પૂરી થતી | સૂચિ-આંક |
| ૧ | ૨ | ૩ |
| જાન્યુઆરી, ૨૦૦૪ | જૂન, ૨૦૦૪ | ૨૩૭૬ |

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કે.એચ.આર./૧૯૬-એમડબ્લ્યુએ/૧૦૯૮/૧૨૦૬-મ (૨) થી ગુજરાત રાજ્યમાં રોજ પાન ઈન્ડસ્ટ્રીના રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ ઉક્ત અનુસૂચિત રોજગાર તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ પમી ઓક્ટોબર ૨૦૦૩ના રોજ અને તારીખ પમી ઓક્ટોબર ૨૦૦૦ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે જેથી એમાં જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે અનુક્રમે ૩૦મી જૂન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના ૧ લી ઓક્ટોબર અને ૧ લી એપ્રિલથી શરૂ કરીને દર છ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૦૧૦ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતા ૨૦૧૦ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મૂળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૦૧૦ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો તારીખ ૧લી ઓક્ટોબર, ૨૦૦૪ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦.૨૦ અથવા માસિક રૂ. ૫-૨૦ ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ પમી ઓક્ટોબર ૨૦૦૪ના ઉક્ત જાહેરનામા નં. કે.એચ.આર./૧૯૬/એમડબ્લ્યુએ/૧૦૯૮/૨૧૬૮/૧૨૦૬/મ (૨) અન્વયે મળેલી

સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી ઓક્ટોબર, ૨૦૦૪ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં, આ સાથે જોડેલી અનુસૂચિ-૨ ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર (ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨) માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

| વિભાગ | ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) | |
|------------|--|----------|
| (૧) | (૨) | |
| | દૈનિક | માસિક |
| કુશળ, | રૂ. પૈસા | રૂ. પૈસા |
| અર્ધ-કુશળ, | ૧૪.૬૦ | ૩૭૯.૬૦ |
| બિન-કુશળ | | |

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કર્મચારીઓના કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૫મી ઓક્ટોબર, ૨૦૦૦ના જાહેરનામા નં. કેએચઆર-૧૯૬-એમડબલ્યુએ-૧૦૯૮/૧૨૦૬-મ(૨) માં દર્શાવેલા અને આ હેતુ માટે રચવામાં આવેલા અનુક્રમે કુશળ, અર્ધ-કુશળ, અને બિન-કુશળ વર્ગના કર્મચારીઓ, એવો થશે.

અમદાવાદ, તારીખ ૨૬મી સપ્ટેમ્બર, ૨૦૦૪.

પી. કે. વસાવડા,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



सत्यमेव जयते

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નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૯૭-એમડબ્લ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તારીખ ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબ્લ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, અમદાવાદને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (દ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ

સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તા. ૩૦મી જુન, ૨૦૦૪ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મુદત | | સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક |
|-----------------|--------------|--|
| માં શરૂ થતી | માં પૂરી થતી | |
| ૧ | ૨ | ૩ |
| જાન્યુઆરી, ૨૦૦૪ | જુન, ૨૦૦૪ | ૨૩૭૬ |

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કેએચઆર-૬/એમડબલ્યુએ-૧૦૯૬-૨૧૬૮-પાર્ટ-૧મ (૨) થી ગુજરાત રાજ્યમાં અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં રોજગાર (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત રોજગાર' તરીકે કરવામાં આવ્યો છે) માં નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર દૈનિક અને માસિક લઘુત્તમ વેતન દરમાં તારીખ ૨૩મી જાન્યુઆરી, ૨૦૦૩ના રોજ અને તારીખ ૨૩મી જાન્યુઆરી ૨૦૦૩ થી અમલી બને એ રીતે એવી સુધારો કર્યો છે કે, જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે ૩૦મી જુન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૨૩૫ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૨૨૩૫ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મુળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૨૩૫ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો ૧લી ઓક્ટોબર, ૨૦૦૪ થી શરૂ થતાં ૬ મહિનાની મુદત માટે પહેલાં મેળ ખેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૨૩મી જાન્યુઆરી, ૨૦૦૩ના ઉક્ત જાહેરનામા નં. કેએચઆર-૬/એમડબલ્યુએ-૧૦૯૬-૨૧૬૮-પાર્ટ-૧મ (૨) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી ઓક્ટોબર, ૨૦૦૪ ના રોજ શરૂ થતાં છ

મહિનાની બાબતમાં આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

અનુદાન ન મેળવતી ખાનગી શૈક્ષણિક સંસ્થાઓમાં કામ કરતા બિન-શૈક્ષણિક કામદારોની રોજગારી.

| કર્મચારી વર્ગ | ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) | |
|---------------|--|--------|
| | દૈનિક | માસિક |
| કલાસ-૧-અ | રૂ. ૧૦ | ૨૪૫-૬૦ |
| કલાસ-૧-બ | ૦૫-૬૦ | ૧૪૫-૬૦ |
| કલાસ-૨ | | |
| કલાસ-૩ | | |

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું કલાસ-૧-અ, ૧-બ, ૨ અને ૩નો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૨૩મી જાન્યુઆરી ૨૦૦૩ના જાહેરનામા નં. કેએચઆર-૬/એમડબ્લ્યુએ-૧૦૯૬-૨૧૬૮-પાર્ટ-૧મ (૨) માં જણાવેલા હેતુ માટે છે અને તે અનુસાર કલાસ-૧-અ, કલાસ-૧-બ, ૨ અને ૩ની રચના કરવામાં આવી છે.

અમદાવાદ, તારીખ ૨૩મી સપ્ટેમ્બર, ૨૦૦૪.

પી. કે. વસાવડા,

નાયબ શ્રમ આયુક્ત અને

લઘુતમ વેતન અધિનિયમ અન્વયે

સક્ષમ અધિકારી,

અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું

નંબર કેએચ-એસએચએમસી-૩૪૨૯૮-એમડબ્લ્યુએ-૬.-શિક્ષણ અને મજૂર વિભાગના તાત્કાલિક ૧૦મી ઓગસ્ટ, ૧૯૬૪ના સરકારી જાહેરનામા નં. કેએચ-એસએચ/એમડબ્લ્યુએ/૧૦૬૪/૫૧૯૭૨-ટી, અન્વયે નાયબ શ્રમ આયુક્ત, અમદાવાદને સક્ષમ અધિકારી (હવે પછી આમાં જેમનો ઉલ્લેખ 'ઉક્ત સક્ષમ અધિકારી' તરીકે કરવામાં આવ્યો છે) તરીકે નીમવામાં આવ્યા હોવાથી તેમણે ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલા અને ગુજરાત સરકારના રાજ્યપત્રમાં પ્રસિદ્ધ કરાયેલા રોજગારોમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતાં આ

સાથે જોડેલી અનુસૂચિ-૧ના ખાના (૩)માં દર્શાવ્યા પ્રમાણેના તારીખ ૩૦મી જૂન, ૨૦૦૪ના રોજ પૂરા થતા ૬ મહિના માટેની સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ આંકની ખાતરી અને જાહેરાત કરી છે.

અનુસૂચિ-૧

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મુદત | | સરેરાશ જીવન-નિર્વાહ ખર્ચના |
|-----------------|--------------|----------------------------|
| માં શરૂ થતી | માં પૂરી થતી | સૂચિ-આંક |
| ૧ | ૨ | ૩ |
| જાન્યુઆરી, ૨૦૦૪ | જૂન, ૨૦૦૪ | ૨૩૭૬ |

ગુજરાત સરકારે શ્રમ અને રોજગાર વિભાગના જાહેરનામા નં. કેએચઆર/૧૫૮-૨૦૦૩-એમડબલ્યુએ-૧૦૨૦૦૧-૯૪૫-એમ-(૨) થી ગુજરાત રાજ્યમાં રેડીમેઈડ ગારમેન્ટ બનાવવામાં અથવા તેની સહાયક સામગ્રી અને દરજી કામ કરતા ત્રણ કરતાં વધુ કામદારોને જેમાં કામે રાખેલ હોય તેવી કોઈપણ સંસ્થામાંના રોજગારમાં (આમાં હવે પછી જેનો ઉલ્લેખ 'ઉક્ત અનુસૂચિત-રોજગાર' તરીકે કરવામાં આવ્યો છે) નોકરી કરતાં કર્મચારીઓની બાબતમાં ચૂકવવાપાત્ર છુટક દરે (પીસ રેટ) કામ કરતાં કામદારોના સંબંધમાં લઘુત્તમ વેતન દરમાં તારીખ ૧૧મી નવેમ્બર, ૨૦૦૩ના રોજ અને તારીખ ૨૦મી નવેમ્બર ૨૦૦૩ થી અમલી બને એ રીતે એવો સુધારો કર્યો છે કે, જેથી એમાં, જણાવેલા મૂળ વેતન દર અને ખાસ ભથ્થાનો સમાવેશ થઈ જાય અને ઉક્ત સક્ષમ અધિકારીને એવી સૂચના આપી છે કે, અનુક્રમે ૩૦મી જૂન અને ૩૧મી ડીસેમ્બરના રોજ પૂરા થતાં એની તરત પહેલાંના ૬ મહિના માટેના ૧લી ઓક્ટોબર અને ૧લી એપ્રિલથી શરૂ કરીને દર ૬ મહિનાના અંતરે સરેરાશ જીવન-નિર્વાહ ખર્ચના સૂચિ-આંકના આધારે ભથ્થાના દરમાં એવી રીતે ફેરફાર કરવો કે જેથી (ક) જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક ૨૨૪૭ કરતાં અથવા ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓને લાગુ પડતાં ૨૨૪૭ કરતાં વધુ હોય એવી કોઈ સંખ્યા કરતાં દર પાંચ પોઈન્ટના વધારા માટે મુળ વેતન દર ઉપરાંત દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૨૦ લેખે ખાસ ભથ્થું ચૂકવવાનું રહેશે. (ખ) ૨૨૪૭ કરતાં નીચો ન હોય એવા જીવન-નિર્વાહ ખર્ચના સૂચિ-આંક દર પાંચ પોઈન્ટના ઘટાડા માટે, ખાસ ભથ્થાના દરનો ૧લી ઓક્ટોબર, ૨૦૦૪ થી શરૂ થતા ૬ મહિનાની મુદત માટે પહેલાં મેળ બેસાડવામાં આવે એ શરતે ખાસ ભથ્થામાં દૈનિક રૂ. ૦-૨૦ અથવા માસિક રૂ. ૫-૨૦ ના દરે ઘટાડો કરવામાં આવશે.

આથી હવે, શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી નવેમ્બર, ૨૦૦૩ના ઉક્ત

જાહેરનામા નં. કેએચઆર/૧૫૮-૨૦૦૩-એમડબલ્યુએ-૧૦૨૦૦૧-૯૪૫-એમ-(૨) અન્વયે મળેલી સત્તાની રૂએ ઉક્ત સક્ષમ અધિકારી તારીખ ૧લી ઓક્ટોબર, ૨૦૦૪ ના રોજ શરૂ થતાં છ મહિનાની બાબતમાં આ સાથે જોડેલી અનુસૂચિ-૨ના ખાના (૧) માં જણાવેલા વિભાગોમાં ઉક્ત અનુસૂચિત રોજગારમાં નોકરી કરતાં કર્મચારીઓના મૂળ વેતન-દર (ઉપરાંત એમને ચૂકવવાપાત્ર ખાસ ભથ્થું જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) ઉક્ત અનુસૂચિ (૨)માં જણાવેલા દરે ઉપર્યુક્ત રીતે ઠરાવે છે અને જાહેર કરે છે.

અનુસૂચિ-૨

ટેકીમેઈડ ગારમેન્ટ બહામવામાં અથવા તેનો સહાયક સામગ્રી અને દરજી કામ કરતી તથા કરતાં વધુ કામદારોને જેમાં કામે રાખેલ હોય તેવી કોઈપણ સંસ્થાઓના રોજગારમાં છુટક દરે (પીસ રેટ) કામ કરતાં કામદારોની રોજગારી :-

| કર્મચારી વર્ગ | ખાસ ભથ્થાની રકમ (જીવન-નિર્વાહ ખર્ચ પેટે ભથ્થું) | |
|-----------------------------------|--|---------|
| | દૈનિક | માસિક |
| ૧. પેટીકોટ બ્લાઉઝ (સેટ) | રૂ. પૈ. | રૂ. પૈ. |
| ૨. પેટીકોટ(ખાસ) પેટીકોટ (સામાન્ય) | ૦૫-૨૦ | ૧૩૫-૨૦ |
| ફોક (મીડી) ફોક (સામાન્ય) બાબાસૂટ | | |
| ૩. ગાઉન (ઝબ્બા) બુશ શર્ટ/સદરા | | |
| ૪. ચઢી બેગ | | |

સ્પષ્ટીકરણ :- આ જાહેરનામાના હેતુ પુરતું આઈટમ (વસ્તુ) ના નામનો અર્થ શ્રમ અને રોજગાર વિભાગના તારીખ ૧૧મી નવેમ્બર ૨૦૦૩ના જાહેરનામા નં. કેએચઆર/૧૫૮-૨૦૦૩-એમડબલ્યુએ-૧૦૨૦૦૧-૯૪૫-એમ-(૨)માં જણાવેલા હેતુ માટે છે અને તે અનુસાર આઈટમ (વસ્તુ) ના નામની રચના કરવામાં આવી છે.

અમદાવાદ, તારીખ ૨૩મી સપ્ટેમ્બર, ૨૦૦૪.

પી. કે. વસાવડા,
નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી,
અમદાવાદ.

સરકારી મુદ્રાલય, વડોદરા.



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૨૪મી સપ્ટેમ્બર, ૨૦૦૪.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૪-૧૨૯-આઈડીએ-૧૦૯૬-૮૯-પાર્ટ-૧-મ-(૪).-ગુજરાત સરકારને
ખાતરી થઈ છે કે, જેના સંબંધમાં રાજ્ય સરકાર સમુચિત સરકાર હોય અને જેનું ઉત્પાદન નાયલોન
ફીલામેન્ટ યાર્નનું હોય તેવા ઉદ્યોગ હેઠળના કામદારોના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક

વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-રના ખંડ (એન)ના પેટા-ખંડ (ક) થી મળેલ સત્તાની રૂએ ગુજરાત સરકાર, ગુજરાત સ્ટેટ ફર્ટીલાઈઝર એન્ડ કેમીકલ્સ લી., ફાઈબર યુનિટ, કોસંબા, જી. સુરત હેઠળના કામદારોની સેવાઓને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

એસ. કે. બામણીયા,

ઉપ-સચિવ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

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IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 8th October 2004.

THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

No. KHR-2004-132-BIR-2004-786-M(4):—In exercise of the powers
conferred by sub-section (i) of section 8 of the Bombay Industrial Relations
Act, 1946 (BOM. IX OF 1947) (herein after referred to as "the said Act"), in

its application to the State of Gujaerat and in supersession of all previous notifications issued in this behalf, the Government of Gujarat hereby.

(a) appoints the persons specified in column-2 of the Scheduled appended hereto be about Officers for the purpose of the said Act, and;

(b) defines the areas respectively specified against them in column-3 of the schedule to be territorial limits within which they shall exercise their respective jurisdiction.

| Sr. No. | Designation of Officer to be appointed as Labour Officer | Area for which appointed |
|---------|--|--|
| 1 | 2 | 3 |
| 1 | Govt. Labour Officer, Ahmedabad | District of Ahmebad & Gandhinagar (Except Kalol Taluka) |
| 2 | Govt. Labour Officer, Mehsana | Dist. of Mehsana |
| 3 | Govt. Labour Officer, Palanpur | Dist. of Banaskantha |
| 4 | Govt. Labour Officer, Himatnagar | Dist. of Sabarkantha |
| 5 | Govt. Labour Officer, Nadiad | Dist. of Kheda |
| 6 | Govt. Labour Officer, Anand | Dist. of Anand |
| 7 | Govt. Labour Officer, Vadodara | Dist. of Vadodara |
| 8 | Govt. Labour Officer, Bharuch | Dist. of Bharuch |
| 9 | Govt. Labour Officer, Ankleshwar | Dist. of Bharuch |
| 10 | Govt. Labour Officer, Godhra | Dist. of Panchmahal |
| 11 | Govt. Labour Officer, Surat | Dist. of Surat |
| 12 | Govt. Labour Officer, Valsad | Dist. of Valsad & Dang. |
| 13 | Govt. Labour Officer, Vapi | Dist. of Valsad & Dang. |
| 14 | Govt. Labour Officer, Navsari | Dist. of Navsari |
| 15 | Govt. Labour Officer, Rajkot | Dist. of Rajkot |
| 16 | Govt. Labour Officer, Surendranagar | Dist. of Surendranagar |
| 17 | Govt. Labour Officer, Jamnagar | Dist. of Jamnagar |
| 18 | Govt. Labour Officer, Bhavnagar | Dist. of Bhavnagar |
| 19 | Govt. Labour Officer, Porbandar | Dist. of Porbandar |
| 20 | Govt. Labour Officer, Veraval | Dist. of Junagadh |
| 21 | Govt. Labour Officer, Junagadh | Dist. of Junagadh |
| 22 | Govt. Labour Officer, Gandhidhan | Dist. of Kutch |
| 23 | Govt. Labour Officer, Patan | Dist. of Patan |
| 24 | Govt. Labour Officer, Dahod | Dist. of Dahod |
| 25 | Govt. Labour Officer, Narmada | Dist. of Narmada |

| 1 | 2 | 3 |
|----|-----------------------------------|--|
| 26 | Govt. Labour Officer, Kalol | Dist. of Mehsana & Kalol Taluka of Gandhinagar District. |
| 27 | Govt. Labour Officer, Amreli | Dist. of Amreli |
| 28 | Govt. Labour Officer, Alang-Sosio | Dist. of Bhavnagar |
| 29 | Govt. Labour Officer, Morbi | Dist. of Rajkot. |

By order and in the name of the Governor of Gujarat,

S. K. Bhamaniya

Under Secretary to the Government.

સરકારી મુદ્રણાલય, વડોદરા.



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LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, dated 8th October 2004.

THE BOMBAY INDUSTRIAL RELATIONS ACT, 1946.

No. KHR-2004-133-BIR-2004-786-M(4):—In exercise of the powers conferred by sub-section (i) of section 8 of the Bombay Industrial Relations Act, 1946 (BOM. IX OF 1947) (herein after referred to as "the said Act"), in

its application to the State of Gujarat and in supersession of all previous notifications issued in this behalf, the Government of Gujarat hereby.

(a) appoints the persons specified in column-2 of the Scheduled appended hereto to be Labour Officers for the purpose of the said Act, and;

(b) defines the areas respectively specified against them in column-3 of the schedule to be territorial limits within which they shall exercise their respective jurisdiction.

| Sr. No. | Designation of Officer to be appointed as Labour Officer | Area for which appointed |
|------------|---|--|
| 1 | 2 | 3 |
| 1 | Asstt. Govt. Labour Officer, Ahmedabad | District of Ahmedabad & Gandhinagar (Except Kalol Taluka) |
| 2 | Asstt. Govt. Labour Officer, Mehsana | Dist. of Mehsana |
| 3 | Asstt. Govt. Labour Officer, Porbandar | Dist. of Porbandar |
| 4 | Asstt. Govt. Labour Officer, Himatnagar | Dist. of Sabarkantha |
| 5 | Asstt. Govt. Labour Officer, Nadiad | Dist. of Kheda |
| 6 | Asstt. Govt. Labour Officer, Anand | Dist. of Anand |
| 7 | Asstt. Govt. Labour Officer, Vadodara | Dist. of Vadodara |
| 8 | Asstt. Govt. Labour Officer, Bharuch | Dist. of Bharuch & Narmada |
| 9 | Asstt. Govt. Labour Officer, Godhra | Dist. of Panchmahal |
| 10 | Asstt. Govt. Labour Officer, Surat | Dist. of Surat |
| 11 | Asstt. Govt. Labour Officer, Valsad | Dist. of Valsad & Dang. |
| 12 | Asstt. Govt. Labour Officer, Navsari | Dist. of Navsari |
| 13 | Asstt. Govt. Labour Officer, Rajkot | Dist. of Rajkot |
| 14 | Asstt. Govt. Labour Officer, Surendranagar | Dist. of Surendranagar |
| 15 | Asstt. Govt. Labour Officer, Jamnagar | Dist. of Jamnagar |
| 16 | Asstt. Govt. Labour Officer, Bhavnagar | Dist. of Bhavnagar |
| 17 | Asstt. Govt. Labour Officer, Alang-Sosio | Dist. of Bhavnagar |
| 18 | Asstt. Govt. Labour Officer, Junagadh | Dist. of Junagadh |
| 19 | Asstt. Govt. Labour Officer, Gandhidham | Dist. of Kutch |
| 20 | Asstt. Govt. Labour Officer, Patan | Dist. of Patan |

By order and in the name of the Governor of Gujarat,

S. K. Bhamaniya

Under Secretary to the Government.

સચિવ સરકાર, ગુજરાત.



सत्यमेव जयते

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and Gujarat Industrial Relations Act

LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 8th October, 2004.

MINIMUM WAGES ACT, 1948.

No. KHR/2004/134-MWA-102004-460-M(2).-In exercise of the powers conferred by Section 19 of the Minimum Wages Act, 1948 (XI of 1948) Government of Gujarat hereby amends the Government Notification, Labour and Employment Department No. KHR-2001-36-MWA-2000-797-M (2), dated the 24th January 2001 (hereinafter referred to as "the said notification") as follows, namely :-

In the Schedule annexed to the said notification after the entry at Serial No. 56, the following shall be added, namely :-

SCHEDULE

| Sr. No. | Persons | Areas |
|---------|----------------------------------|---------------------|
| 57 | Government Labour Officer, Morbi | District of Rajkot. |

By order and in the name of the Governor of Gujarat,

Smt. S. K. BAMANIYA,
Under-Secretary .

PRINTED AT THE GOVERNMENT PRESS, VADODARA.



सत्यमेव जयते

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PART I-L

Notification, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૧૯મી ઓક્ટોબર, ૨૦૦૪.

औद्योगिक विवाद अधिनियम, १९४७.

ક્રમાંક કેએચઆર-૨૦૦૪/૧૩૯/આઈડીએ-૧૦૮૦-૪૦૫૭-મ (૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, કોઈપણ મધ્યમ કે નાના બંદરોમાં કે ગોદીમાં અથવા તેના કામકાજના સંબંધમાં કોઈ સેવા હેઠળના કામદારોના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે)ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર ક્ષેત્રમાં આવે તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન) ના પેટા-ખંડ (દ) થી મળેલી સત્તાની રૂએ ગુજરાત સરકાર, આથી સદરહુ રોજગારને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

જે. એલ. જોષી,
સેક્શન અધિકારી.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

Notifications, Orders and Awards (other than those published in Part I,
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and Gujarat Industrial Relations Act

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948, AHMEDABAD

Notification

No. KH/SHMC/34303/MWA/6.—In pursuance of clause (d) of section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad, the Competent Authority, appointed under clause (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the schedule annexed hereto applicable to the employees employed in employments mentioned in Part-I of the schedule to the Act.

SCHEDULE

(Average price for the calendar year 1960=100)

| Month | Cost of Living Index Number |
|--------------|-----------------------------|
| August, 2004 | 2505 |

Ahmedabad, 21st October, 2004.

P. K. VASAVADA,

Deputy Commissioner of Labour and
Competent Authority under
the Minimum Wages Act, Ahmedabad.

નાયબ શ્રમ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી દ્વારા

જાહેરનામું-

નંબર કેએચ-એસએચએમસી-૩૪૩૦૩- ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ઘ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ શ્રમ આયુક્ત, અમદાવાદ અને ઉક્ત કલમ-૨ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા કર્મચારીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિઆંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ = ૧૦૦)

| મહિનો | જીવન-નિર્વાહ ખર્ચના સૂચિ આંક |
|-------------|------------------------------|
| ઓગસ્ટ, ૨૦૦૪ | ૨૫૦૫ |

અમદાવાદ, તારીખ ૨૧મી ઓક્ટોબર, ૨૦૦૪.

પી. કે. વસાવડા,

નાયબ શ્રમ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.

સરકારી મુદ્રણાલય, વડોદરા.



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PART I-L

**Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act**

LABOUR AND EMPLOYMENT DEPARTMENT **Notification**

Sachivalaya, Gandhinagar, Dated 26th October, 2004.

MINIMUM WAGES ACT, 1948.

No: -KHR-140-MWA-102004-GOI,8-M (2) :- The following draft of a notification which is proposed to be issued under clause (b) of sub-section (1) of section 3 of the Minimum wages Act, 1948 (XI of 1948) (herein after referred to as "the said Act"), read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 containing proposal for revising the minimum rates of wages payable to the employees employed in the scheduled employments in Part - I of the said Act specified in the Schedule annexed to this draft notification ("hereinafter referred to as "the said scheduled employment") in the whole of the State of Gujarat is hereby published as required by clause (b) of sub-section

(1) of section 5 of the said Act, for the information of all persons likely to be affected thereby and notice is hereby given that the said draft will be taken into consideration by the Government of Gujarat on or after the expiry of two months from the date of its publication in the Official Gazette.

2. Any representation which may be received by the Commissioner of Labour, Gujarat State, Ahmedabad, from any person in respect of the said draft notification on or before the expiry of the aforesaid period will be taken into consideration by the Government.

DRAFT NOTIFICATION

No.KHR-140-MWA-102004-GOI.8-M(2) :- In exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (b) of sub-section (1) of section 5 and clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), the Government of Gujarat hereby with effect on and from the date 01-04-2005 revises the minimum rates of wages in respect of employees employed in the said scheduled employments in the whole of the State of Gujarat, so as to consist of :

- (a) The basic rates of wages as set out in different column(s) of the Schedule appended hereto in respect of zones specified in these columns for the employees employed in the said scheduled employments in the State of Gujarat, as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof; and
- (b) A special allowance, and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the competent authority at the interval of every six months commencing from the 1st October, and the 1st April on the basis of the average cost of living index number for the preceding period for six months ending on the 30th June, and 31st December respectively in such manner that –
 - (i) For the rise of every five points over the cost of living index number 2343 or over any such number which is greater than 2343 applicable to the employees in the said scheduled employment, special allowance payable in addition to the basic rate of wages shall be Rs. 0.20 per day.
 - (ii) For the fall of every five points below any cost of living index number which is not less than 2343, the special allowance shall be reduced at the rate of Rs. 0.20 per day;

Provided that the rates for special allowances shall be first adjusted at the interval of the period of six months commencing from the date 1st October, 2005.

SCHEDULE

No. 1 Employment in Automobiles repairing, Workshops and Garages.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|---|--------------------------------|----------------|
| | | Zone - I 3 | Zone - II 4 |
| I. | Skilled :— | | |
| | Manager, Supervisor, Cashier, Forman, Accountant, Mechanic, Electrician. | 91.05 | 90.00 |
| II. | Semi-Skilled;— | | |
| | Garage/ Work shop In charge, Assistant Mechanic, Sales man, Fitter, Turner, Tin smith, Welder, Black-smith, Painter, Tool Clerk, Colour Man, Clerk, Clerk-typist, Typist, Driver. | 90.20 | 89.15 |
| III. | Un-skilled :— | | |
| | Helper, Cleaner, Watchman, Greaser, Attendant, Sweeper, Coolie, Mazdoor, Peon. | 89.40 | 88.35 |

Explanation for the purpose of this notification: -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;
- (c) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 2 Employment in Bakeries :

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | | |
|---------------------|--|-----------------------------|-----------|------------|
| | | Zone - I | Zone - II | Zone - III |
| 1 | 2 | 3 | 4 | 5 |
| I. Skilled : | | | | |
| | Mistry (Drughtman), Bhatiwala, Truck Driver or Motor Driver, Delivery Van. | 92.95 | 92.40 | 91.90 |

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | | |
|----------------------------|---|-----------------------------|--------------|---------------|
| | | Zone - I | Zone - II | Zone - III |
| 1 | 2 | 3 | 4 | 5 |
| II. Semi-Skilled : | | | | |
| | Gullawala, Totat(Tolat), Cut piecer (Bread cutter), Deliverian (Delivery man), Rickshaw Driver | 90.75 | 90.20 | 89.70 |
| III. Un-skilled : | | | | |
| | Patrawala, Helper, Peon, Office-Boy, Sweeper, Packer, Watchman. | 89.70 | 89.15 | 88.55 |
| IV Clerical Staff : | | | | |
| 1. | Manager | 92.95 | 92.40 | 91.90 |
| 2. | Clerk-typist, Cashier, Steno-typist | 92.95 | 91.35 | 90.75 |

Explanation for the purpose of this notification: -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits ;
- (b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits;
- (c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.

(2) In case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No.3 Employment in Bobin Industry :

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|--|--------------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I. | Skilled A : | | |
| | Mistry, Electrical Supervisor, Mechanical Supervisor, Manager, Accountant. | 94.85 | 92.40 |
| II. | Skilled B : | | |
| | (1) Employees doing the work of joining and grinding band saw blades; | 92.40 | 91.25 |
| | (2) Employees doing the work of cutting wood on hand-saw machine according to the required size; | | |
| | (3) Assistant Mistries and supervisor who look after the overall work of the Department and maintain the quality of good produced under the instructions of the department Mistry. | | |

| 1 | 2 | 3 | 4 |
|------|---|-------|-------|
| | (4) Electrical Wireman, Turners, and Mechanical Fitters working under the instructions of the mechanical supervisor, Motor Drivers and Truck Drivers, Clerks, Time-keepers, Store-keepers, Cashier, Telephone Operator, Machine-man or Machine Operator, Maulder. | | |
| III. | Semi-Skilled A : | 90.95 | 90.20 |
| | (1) Employees engaged in testing of all types of the finished bobbins. | | |
| | (2) Employees engaged in cutting grooves on the cutter machine on all types of bobbins or rings and wood. | | |
| | (3) Employees engaged in finishing of all types of bobbins on the finishing machine. | | |
| | (4) Employees engaged in Semi-finishing of all types of bobbins on turning machines and copying machines. | | |
| IV | Semi-skilled B : | 90.45 | 90.00 |
| | (1) Employees engaged in fitting, pressing and punching all types of rings on all types of bobbins. | | |
| | (2) Employees engaged in painting all types of bobbins under the instruction of the Mistry. | | |
| | (3) Employees engaged in Oiling and greasing. | | |
| | (4) Employees engaged in preparing all types of bobbins. | | |
| | (5) Employees engaged in preparing grooves on rings and shields of all types of bobbins on cutting machine. | | |
| | (6) Employees engaged in centering of all types of bobbins. | | |
| | (7) Employees engaged in roughing of all types of bobbins on roughing and turning machine. | | |
| | (8) Employees engaged in reaming of all types of bobbins. | | |
| | (9) Employees engaged in drilling of all types of bobbins on drilling machine set by the mistry | | |

| 1 | 2 | 3 | 4 |
|---|---|-------|-------|
| | (10) Employees engaged in seasoning of wood. | | |
| | (11) Employees engaged in cutting pieces from wooden stripes as per instructions of the mistry. | | |
| | (12) Employees engaged in pulling the wooden log opposite the woodcutter on the hand-saw machine. | | |
| | (13) Employees engaged in railing and pressing of all types of bobins on the railing machine. | | |
| V | Un-skilled : | 89.90 | 89.50 |
| | (1) Sweeper, watchman, Office boys, Hand cart worker, Water man, | | |
| | (2) Employees engaged in loading and unloading goods in trucks. | | |
| | (3) Employees engaged in the movement of raw material and finished products in the factory. | | |
| | (4) Employees engaged in feeding and removing wood on the hand saw machine. | | |

Explanation for the purpose of this notification: -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,
- (b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.
- (2) In case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.
- (4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if

he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 4 Employment in Bone Crushing Industry :

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|------------|--|-----------------------------|
| | | Zone - I |
| 1 | 2 | 3 |
| I. | Skilled : | 91.50 |
| | Manager, Head Supervisor, Supervisor, Foreman, Engine-cum-Motorman, Engine Driver, Clerk, Cashier, Boiler Attendant, Truck Driver, Machine Operator, Cook (Male/Female). | |
| II | Unskilled A : | 89.70 |
| | Bone Breaker, Bags Carrier, Bone Feeder, Bags Sticher, loader. | |
| III | Unskilled B : | 89.15 |
| | Basket Carrier, Bone Metal Collector, Mazdoor, Peon | |

Explanation for the purpose of this notification: -

(1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece-rate basis, the minimum rates of wages shall be fixed that the minimum rates of wages plus special

allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

5. Employment in Brick Manufacturing Industry :

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|------------------------------------|--------------------------------|-------------------------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I. | (a) Patlawala A (Brick Moulder) | 109.20 (1100 Bricks) | 105.85 (1100 Bricks) |

(Where employees are required to dig earth, prepare mud mixture, Mould bricks Dry then thereafter arrange them in proper rows and clean the place of work..)

| | 2 | 3 | 4 |
|---|---|-------------------------|---|
| (b) Patlawala B | 105.85 (1000 Bricks) | 103.65 (1000 Bricks) | |
| | (Where employees are provided with earth at the work site by the employer and whereafter the employee is required to prepare mud mixture, mould bricks, dry them arrange them in proper rows and clean the place of work..) | | |
| 2 Bharatiwala (Raw Brick Carrier) | *79.60 (1100 Bricks) | 79.00 (1100 Bricks) | |
| | (Where employees are utilized for carrying bricks) | | |
| | * These rates are for carrying 100 bricks upto a distant of 100 meters. For every 100 meters beyond or part thereof 50 paise extra should be paid over the above rates. | | |
| 3 Khandkania (Brick Arranger) | 79.95 | 79.60 | |
| 4 Nakashi (Finished Brick Carrier) | 80.65 | 80.05 | |
| 5 Accountant, Supervisors, Mukadam | 95.35 | 94.10 | |
| 6 Mistry | 94.95 | 93.70 | |
| 7 Jalaiya (fireman) and Clerk | 92.00 | 91.15 | |
| 8 Tikdiwala, Chokidar, peon and Other Miscellaneous Labour. | 90.00 | 89.60 | |
| 9 Truck Driver and Car Driver | 93.80 | 93.80 | |

* If any brick manufacturing industry employees a truck driver or a car driver, such driver shall be paid minimum rate of wages and the special allowance at the same rates as are applicable to a driver in respect of the employment in motor transport.

Explanation:

The employees shall be entitled to get the "Full back wages" at the rate of 50 % only where the employer fails to provide him work due to bad weather or any other reason. The "Full back wages" shall be the average daily wages calculated on the basis of the basic rates plus special allowance received in the previous month by the employee;

Provided that the employee shall not be entitled to get "Full back wages" for the day, if he earns less than the amount of "Full back wages" on that day on account of his unwillingness to work for any reason whatsoever.

Explanation for the purpose of this notification : -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece-rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 6 Employment in Cement Prestressed Industry :

Explanation : For the purpose of this entry Cement Prestressed Products Industry include the following articles from cement, Namely :-

- | | |
|--------------------------|---------------------------------|
| (a) Cement pillars | (b) Cement pipes |
| (c) Cement grill of Jail | (d) Cement tiles |
| (e) Cement angles | (f) Cement beams |
| (g) Cement poles | (h) Cement Kundas (Flower Pots) |
| (i) Cement Tanka | (j) Cement benches |
| (k) Cement paniyara | (l) Hollow Cement bricks |

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|---------|--|-----------------------------|
| 1 | 2 | Zone - I 3 |
| I. | Skilled : | 94.30 |
| | Pipe Moulder (Spun Pipe), Foreman, Vibrator runners, Wire stretcher, Pressman (Tiles), Engine Driver, Truck or Motor Drivers, Welder, Turner, Fitter, Blacksmith, Mason, Mechanic. | |
| II. | Semi-Skilled : | 93.45 |
| | Concreat mixture maker, Cage maker, Wire cutter, Colour mixture. Grinding millman, leveling machinman, Persons employed in arranging stensile wire on mould plate. | |

1

2

3

III Unskilled :

92.55

- (1) Persons employed in odd jobs like lifting of pipes or poles of cranes from runners to curing tanks.
- (2) Removal of pipes or poles from tank to the storage place.
- (3) Loading or unloading the materials on trunks.
- (4) Bringing sand, cement etc. for preparing concreat mixture.
- (5) Tile washing, Stone or marble treaking, peons, Malis and sweepers.
- (6) Putting tiles into curing tank and removing them there-after and stocking them on sites.
- (7) Persons doing pre-cast work concerning jails, slabs, benches, flower pots, pillars and such other items.
- (8) Persons doing miscellaneous coolie works.

Explanation for the purpose of this notification: -

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.
- (4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 7 Employment on Construction or Maintenance of Roads or in Building operations :

And

No. 8 Employment in the Maintenance of Buildings :

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|---|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Skilled A Carpenter with his tools, Black smith with his tools, Mason with his tools, Plumber with his tools, Stone cutter with his tools. | 102.40 | 101.25 |
| II. | Skilled B Assistant Carpenter, Assistant Blacksmith, Assistant Mason, Assistant Plumber, Tapkar with his tools, Glazer with his tools, Tinsmith with his tools, Road Roller Driver, Truck Driver, Foreman, Sarang or Tindal (Tandal) Painter (Decorator) Oil painting etc. Head Fitter, Mechanic, Mistry, Electrician. | 95.80 | 95.15 |

| 1 | 2 | 3 | 4 |
|------|---|-------|-------|
| III. | Semi Skilled : | 92.95 | 92.40 |
| | Foreman, Cleaner, Asphalt Sprayer, Mukadam, Miner or Blast, Navghani, Colour Washer, White Washer, Tin Tenner, Bar Bender, Oilman, Engine Driver, Pump Operator, Pump man, Fitter, Swayer, Wireman, Misture Driver, Glass Fitter, Welder, Telephone Attendant, Assistant Electrician. | | |
| IV. | Unskilled : | 91.35 | 91.05 |
| | Mazdoor, Chokidar, Mali, Sweeper, Below-U-Boy | | |
| V. | Clerk and Munim | 94.40 | 93.60 |

Explanation :

The minimum rates of wages for the employees who are on similar category and work for the employment in Public Motor Transport shall be paid the minimum rates of wages as prescribed in the scheduled employment of Public Motor Transport.

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporations as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

(9) The minimum rates of wages for the employees who are on similar category and work and for the employment in public Motor Transport, shall be paid the minimum rates of wages as prescribed in the scheduled employment of public Motor Transport.

No. 9 Employment in any Cotton Ginning and Cotton Pressing Manufactory

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|---|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I. | Skilled | 96.85 | 95.80 |
| | Engine Driver, Fitter, Turner, Electrician, Blacksmith, Boiler Attendant, Carpenter, Cobbler. | | |

| 1 | 2 | 3 | 4 |
|------|--|-------|-------|
| II. | Semi-Skilled Fireman, Wireman, Valve man or Half Press- man, Finisher man, Opener man, Account- tant, Clerk, Roller Cutter, Number Marker, Press Mukadam, Gin Mukadam, Oilman, Coalman, Dubali, Labadi-Ghati, Tolwala, Bardan Sticher. | 94.65 | 94.10 |
| III. | Unskilled (Heavy) Cotton Fetcher, Cotton Carrier, Cotton Seeds (Kapasias), Cotton Filler. | 93.60 | 92.95 |
| IV. | Unskilled (Light) Pavawala, Charakhawala, Cotton Cleaner or Pumdawala, Cotton Zudawawala, Chokidar, Peon, Sweeper, Bardan Cutter. | 92.40 | 91.90 |
| V. | Clerical Manager, Supervisor. | 98.00 | 97.35 |

Explanation :

1. The employees or any person shall be entitled to get the daily special allowance for unskilling of 20 Kg. of cotton per day if the output of the employee per day is more or, as the case may be less, he shall be entitled to get more or, as the case may be less, special allowance accordingly.

2. The person taking 20 Kg. of cotton per day of unskilling at their residence shall be paid the minimum rates of wages as shown at category IV above of the respective zone plus special allowance.

Explanation for the purpose of this notification : -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corpora-

tion Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 10 Employment in any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in Hospital and Nursing Home.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|--|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Class I Laboratory technician (Educational qualifications Graduate and trained), X-Ray technician (Educational qualifications Graduate and trained) | 98.10 | 95.45 |
| I. | Class II Clerk-typist, Laboratory technician (unqualified), X-Ray technician (unqualified), Steno-typist, Nurse, Nurse - Midwife, Physiotherapy technician, Compounder, Pharmacist (educational qualification B.Pharm or D.Pharm; registered; having experience of ten years or more) | 95.70 | 94.85 |
| III. | Class III Compounder (untrained) Dresser, Boy, Ayah, Peon. | 91.50 | 90.65 |

Explanation for the purpose of this notification :-

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

11. Employment in Drilling operation and maintenance of Tube wells

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|------------|---|--------------------------------|
| 1 | 2 | 3 |
| I. | Skilled | 98.50 |
| | Driller, Errection Forman, Auto Forman, Bhisti with his own Bags, Turner, Assistant Fitter, Assistant Errection Forman, Assistant auto Forman, Auto Electrician, Auto Fitter, Electrical Forman, Mechanic Grade I and II. Electrician Grade I, turner Grade II | |

| 1 | 2 | 3 |
|------|---|-------|
| III. | Unskilled | 91.90 |
| | Ring Helper Grade I and II, Oilman Grade I and II, Plumber Grade I, Carpenter Grade II, Turner Grade II, Generator Operator Grade-III Mechanic Grade III, Painter Grade III, Store Attendant, Labour Cleaner. | |

Explanation for the purpose of this notification: -

(1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 12. Employment in Electronics and Allied or Incidental Industries :

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|------------|--|--------------------------------|
| 1 | 2 | 3 |
| I | Skilled : | 96.30 |
| | Head Wireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder Machine man, Forman, Driver, tester, Telephone operator, Mechanic, Electrician, Winder, Assembler, Carpenter, Supervisor (Quality Control), Accountant, Head Cashier, Head Clerk, Store Keeper. | |
| II | Semi-Skilled : | 94.10 |
| | Assistant Die-fitter, Assistant Turner, Assistant Fitter, Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter, Coil winder, Transformer winder, Decorator, Draftsman, Solder man, Control Penal Attendant, Can Fitter, Wireman Penal Board Wireman, Clerical Staff. | |
| III | Unskilled : | 91.90 |
| | Faras (Jhadoowala), Sweeper, Watchman, Helper, Peon, Waterman, Gardener/ Mali, Cleaner. | |

Explanation for the purpose of this notification: -

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.
- (4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees should be given equal wages for equal work.
- (8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 13. Employment in Film Industry including Employment in Production, Distribution and Exhibition of Films.**(A) Production of Films (Studios)**

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|---------|---|-----------------------------|
| 1 | 2 | 3 |
| I | Class I | 101.85 |
| | Manager, Accountant, Stenographer, sound Attendant, cameraman or Camera Incharge, Setting Master or Setting supervisor, Studio incharge, Carpenter, Wireman in Studio, Painter, Light man of Light Attendant. | |
| II | Class II | 97.25 |
| | Assistant Manager, Assistant Accountant, Assistant sound Attendant, Assistant cameraman or Camera Incharge, Assistant Setting master or setting supervisor, Assistant Studio Incharge, Assistant Carpenter, Assistant Painter, Assistant Wireman in Studio, Assistant Lightman or Light Attendant, Store Keeper, Driver, Clerk-Typist, Head Watchman. | |
| III | Class III | 93.80 |
| | Jhadoowala (Sweeper), Gardner, Assistant Watchman, Peon, Helper, labourer. | |

(B) Distribution and Exhibition of Films

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | | |
|---------|---|-----------------------------|-----------|------------|
| 1 | 2 | Zone - I | Zone - II | Zone - III |
| | | 3 | 4 | 5 |
| I | Class I | 101.85 | 99.05 | 95.45 |
| | Manager, Public Officer or Publicity Manager. | | | |

| 1 | 2 | 3 | 4 | 5 |
|------|---|-------|-------|-------|
| II | Class II | 99.55 | 96.60 | 93.80 |
| | Assistant Manager, Head Operator or Chief Operator of First Operator, Head Air conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge. | | | |
| III. | Class III | 97.25 | 94.30 | 92.00 |
| | Assistant Operator or Second Operator or Third Operator, Assistant air Conditioning Operator, Wireman, Booking Clerk, Carpenter or Tinsmith or Upholsterer, Clerk or Accountant clerk or Publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant Incharge, Assistant Cooling Plant Incharge. | | | |
| IV | Class IV. | 95.45 | 93.15 | 92.00 |
| | Painter or Artist, Winder or Re-winder, Cabin Bor or Forth Operator, Store Keeper, Forman, Tent Master, Door Keeper, Watchman, Liftman. | | | |
| V | Class V | 93.80 | 92.00 | 90.30 |
| | Oilman, Sweeper, Mali (Gardner), Peon, Cycle Stand Boy, Messenger, Announcer or Policewala, Cart man or Porter man or Rickshaw Driver, Hand Bill Boy. | | | |

(C) Touring Cinema

| Sr. No. 1 | Class of Employees 2 | Rates payable per day (Rs.) Zone I 3 |
|-----------------|--|--|
| I | Class I Manager, Public Officer or Publicity Manager. | 94.30 |
| II | Class II Assistant Manager, Head Operator or Chief Operator of First Operator, Head Air Condi- tioner Operator, Supervisor, Stenographer, Cooling Plant Incharge. | 92.65 |
| III | Class III Assistant Operator or Second Operator or Third Operator, Assistant air Conditioning Operator, Wireman, Booking Clerk, Carpen- ter or Tinsmith or Upholsterer, Clerk or Accountant clerk or Publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant Incharge, Assistant Cooling Plant Incharge. | 91.25 |
| IV | Class IV Painter or Artist, Winder or Re-winder, Cabin Bor or Forth Operator, Store Keeper, Forman, Tent Master, Door Keeper, Watchman, Liftman. | 88.95 |
| V | Class V Oilman, Sweeper, Mali (Gardner), Peon, Cycle Stand Boy, Messenger, Announcer or Policewala, Cart man or Poster man or Rick- shaw Driver, Hand Bill Boy. | 89.15 |

Explanation for the purpose of this notification: -

(1) In respect of the employees in the production of the films (Studio) covered under (A) and Touring Cinema covered under (C) all the areas of the State of Gujarat shall form a single zone and the rates will be applicable uniformly.

(2) In respect of the employees employed in the Distribution and exhibition of Films covered under (B), the zones shall be as under :

(a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,

(c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.

(3) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(4) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(5) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(6) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(7) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(8) Male and female employees should be given equal wages for equal work.

(9) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 14 Employment in Fisheries Industries

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|------------|--|--------------------------------|
| 1 | 2 | 3 |
| I | Skilled A | 94.30 |
| | Supervisor, Processing Supervisor. | |
| II | Skilled B | 92.20 |
| | Processing Assistant, Store Boy, Garder. | |
| III | Semi Skilled | 91.05 |
| | Washer, Peelers, Packers | |
| IV | Unskilled | 90.00 |
| | Peon, Watchman, Majdoor, Helper | |
| V | Clerical | 92.20 |
| | Clerk, Typist, Clerk-cum-typist | |

Explanation for the purpose of this notification: -

(1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 15 Employment in Forestry and Timber operation other than those carried on by a Farmer or on a Farm as incidental to or in conjunction with Farm Operations.**Explanation :**

For the purpose of this entry, timber operation shall include the measurement, numbering, falling, sawing, hollowing-cut, sizing and staking of the timber and sale of timber.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|------------|---|--------------------------------|
| 1 | 2 | 3 |
| I | Skilled | 90.20 |
| | Labour engaged in the Measuring of timber and the Numbering of timber. | |
| II | Semi-Skilled | 89.90 |
| | Labour engaged in the Falling of trees, fashioning and charcoal manufacture (heatening). | |
| III | Unskilled | 88.75 |
| | Labour engaged in the preparation of rabs, cross cutting, fire tracing, the loading and unloading, the preparation of kacha roads, the preparing mounds, the collection of bamboos, the cutting of bamboos, the preparations of boundaries, a digging of pits and the manufacturing of charcoal (Workers except Headman), Labour engaged on transport (Vahru karnar) (Wages to be paid at double rate because of the job is done with bullocks.) Mali and watchman. | |

Explanation for the purpose of this notification: -

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance

payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belongs.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 16 Employment in Hosiery Industry.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|--|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Skilled | 94.65 | 92.40 |
| | Accountant, Supervisor, Salesman, Knitting Master, Machine Operator, Dyeing Master, Bleaching Master, Printing Master, Chief Boiler Attendant, Chief Wireman, Cutting Master, Mechanic Master, Stitching Master. | | |

| 1 | 2 | 3 | 4 |
|---|---|-------|-------|
| II. Semi-Skilled | | 94.65 | 92.40 |
| Wrapper, Weaver, Knitter, (Circular machine) Assistant Dyeing master Assistant Bleaching Master, Assistant, Printing Master, Assistant Mechanic, Wireman, Shape Cutter (Machine), Cutter, Chain Sticher, Over lock Machine man, Flat, Machine man, Ironing man, Pressman. | | | |
| III. Unskilled | | 92.40 | 90.20 |
| Peon, Watchman, sweeper, Helper, Gadi Karnar (Gadi man), Tanka Karnar/ Tankiman, Neck cutter, Dhaga Cutter, Labeller, Box Packer/packer. | | | |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 17 Employment in Hospitals and Nursing Homes.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|---|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Class I | 98.60 | 97.80 |
| | Office Superintendent, Senior Accountant, head Clerk, Cost Accountant, Store Officer, Senior Officer, Epidemiologist cum Sanitary Supervisor, Junior Scientific Assistant, Research Assistant, Stenographer, Senior Electrician, Matron, Ward Sister or Ward Incharge (R.N. and R.M.) Assistant Matron (Post Graduate Qualification), Sister Tutor, Public Health Nurse (P.H.N. Diploma Holder), Laboratory Technician (Educational Qualification Graduate and Trained), X Ray Technician (Educational Qualification Graduate and Trained). | | |

| 1. | 2. | 3. | 4. |
|--|----|-------|-------|
| II. Class II | | 96.40 | 95.25 |
| Assistant Store Keeper, Senior Technical Assistant, Electrician, Mechanic, Chemical Assistant, Bacteriological Assistant, Medical Social Worker, Public Health Nurse, Clerk-typist, Steward, Laboratory Technician, Steno-typist, Store Inspector, Dietician, Treatment Organiser, Nurse/Nurse Mid Wife/ Staff Nurse, Operation Theatre Nurse, Physiotherapy Technician, Pharmacist, Health Visitor, Compounder, Radiogram Operator, Ward Sister or Ward Incharge, Store keeper. | | | |
| III. Class III | | 94.30 | 93.25 |
| Auxiliary Nurse/ Mid Wife, Laboratory Assistant, Tailor, Washerman (Dhobi), Barber, Driver, Obstratian (Trained), Telephone Operator, Dresser, Theatre Assistant, X Ray Assistant. | | | |
| IV. Class IV | | 92.00 | 91.05 |
| Nayak, Cleaner, Ward Boy, Record Keeper, (Daftari), Gardner, Laboratory Assistant, Ayah, Scavenger, Metrani, Kitchen Assistant, Chowkidar, Theatre Attendant, Telephone Attendant, X Ray Peon, Stretcher, Bearer, Majdoor, Post Mortam Peon, Messman, Peon, Laboratory Peon, Cook, Liftman. | | | |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 18 Employment In Industrial Engineering Establishments (Other than Automobile Repairing Work Shops And Garages) Employing Less Than 50 Workers engaged in manufacture of Fashioning, Reconditioning, Assembling or Repair of goods of Articles of Iron Steel and Non-ferrous Metals or Alloys by the use of any Machine or Tools including Foundries Forging Palints and Extrusion Plants which produce for Manufacturing, Assembling and Repairing Establishments and Workshops.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | | |
|------------|--------------------|-----------------------------|-----------|------------|
| | | Zone - I | Zone - II | Zone - III |
| 1 | 2 | 3 | 4 | 5 |
| I | Skilled A | 95.80 | 95.15 | 94.65 |
| II | Skilled B | 93.60 | 92.95 | 92.40 |
| III | Semi-Skilled | 91.90 | 91.35 | 90.75 |
| IV | Unskilled | 91.05 | 90.55 | 89.90 |
| V | Office Staff | 93.60 | 92.85 | 92.20 |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,

(c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 19 Employment In Industrial Engineering Establishments (Other Than Automobile Repairing Work Shops And Garages) Employing 50 or more Workers engaged in manufacture of Fashioning, Reconditioning, Assembling or Repair of goods of Articles of Iron Steel and Non-ferrous Metals or Alloys by the use of any Machine or Tools including Foundries Forging Palints and Extrusion Plants which produce for Manufacturing, Assembling and Repairing Establishments and Workshops.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | | |
|------------|--------------------|-----------------------------|-----------|------------|
| | | Zone - I | Zone - II | Zone - III |
| 1 | 2 | 3 | 4 | 5 |
| I | Skilled A | 95.80 | 95.15 | 94.65 |
| II | Skilled B | 93.60 | 92.95 | 92.40 |
| III | Semi-Skilled | 91.90 | 91.35 | 90.75 |
| IV | Unskilled | 91.05 | 90.55 | 89.90 |
| V | Office Staff | 93.60 | 92.85 | 92.20 |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations

Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,

(c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No.20 Employment in Jari Industry

Explanation:

For the purpose of this entry, "Jari Industry" means one or more or combination of processes in the preparation or manufacture of real or imitation Jari or Jari goods and includes all processes preparatory, ancilliary or incidental to or connected with the preparation or manufacture of such Jari or Jari goods.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|--|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Skilled Patlawala (a) Gathari handhanar (b) Haramwala (c) Ustad, Tania (Real and imitation (a) Ustad (Manager) Trakwala, Kasab Winder (b) Chania (b) Badla Chapandar, Tikawala, Tuber Cutter, Chalakwada, Badla Chapadnar, Wise Chapadnar, | 94.20 | 91.15 |
| | Katoriwala, Kangrawala, Wire Chapadnar, Kundi Gilt, Giltwala, Fitwala and Kinariwala, Fit Weaver and Kinari Weaver, Gilding (Gold and Powder), Gilder, Gotawala, Thappawala, Gota and Thappa Weaver, Asarwala, Employees working on twisting Machine, Die- Making, (a) Nagg Ghasnar, (b) Niddle Ghasnar, (c) Niddle remover, (d) Nang Padnar, (e) Nang Fitter, (f) Nangar, Ladi Making, Mutawala, Jari Embroidary Workers. | | |
| II | Semi Skilled Patlawala (a) Galnar, (b) Tapnar, (c) Drawer or Chapad, (d) Drawer on Gadhedia, Tania (Real and Imitation), Patlawala and Pawalawala, Kasab Winder, (a) Winder (Wintwawala), (b) Kasab and Resham Bharavawala, Tikawala, Bungali Tipnar (Hit-ter), Chalakwala, Chalak Padnar, kangariwala, | 92.40 | 90.20 |

| 1 | 2 | 3 | 4 |
|-----|--|-------|-------|
| | Kangari Padnar, Katoriwala, Katori Padnar, Kundi Gilt, Employees doing Miscellaneous Work, Kasab Chapadnar, Asarwala, Opener and Bharwawala, Die Making, employees doing Miscellaneous Work, Ladi Making, Ladi Padnar. | | |
| III | Unskilled | 90.65 | 89.40 |
| | Pawthawala, Employees doing Miscellaneous Work, Tania (Real and Imitation) (a) Gulla Opener, (b) Employees doing Miscellaneous Work | | |

- I Kasab Vintvawala (Winder) Akhadedars.
- (1) Read Slender Kasab (Pure Silk and Silver) Rs. 810.70 per Kg. of the material (Badla).
 - (2) Imitation Slender Kasab (Pure Silk and Silver Electroplated Copper Wire) Rs. 810.70 per Kg. of the material (Badla).
 - (3) Real Art Silk Kasab (Real Silver and Art Silk of 75 deniers) Rs. 647.45 per Kg. of the material (Badla).
 - (4) Imitation Kasab (Art Silk of 55 deniers and Silver Electroplated Copper wire of 70 gauge) Rs. 485.50 per Kg. of the material.
 - (5) Imitation Kasab (Art Silk of 55 deniers and Silver Electroplated Wire of 60 Gauge) Rs. 326.85 per Kg.
 - (6) Imitation Kasab (Art Silk of 75 deniers and Imitation Wire of 60 Gauge) Rs. 306.10 per Kg. of the material (Badla).
 - (7) Imitation Kasab (Art Silk of 75 deniers and Imitation Wire of 40 Gauge) Rs. 242.85 per Kg. of the material (Badla).
 - (8) Imitation Kasab (Art Silk of 100 deniers and Silver Electroplated Copper Wire of 36 Gauge) Rs. 219.05 per Kg. of the materials (Badla).
 - (9) Cotton Imitation Kasab (Cotton Yarn of counts 120/2 and 100/2 Imitation wire of 36 or 40 gauge) Rs. 163.55 per Kg. of the materials (Badla).
 - (10) Cotton Imitation Kasab (Cotton Yarn of counts 80/2 and 60/2 and Imitation wire of 33 or 40 gauge) Rs. 137.05 per Kg. of the materials

(Badla).

- (11) Cotton Imitation Kasab (Cotton Yarn of counts 60/2 and 40/2 and 30/2 and Imitation wire of 30 or 28 guage) Rs. 109.30 per Kg. of the materials (Badla).
- (12) Cotton Imitation Kasab (Cotton Yarn of counts 60/3, 40/3 and 30/3 and Imitation wire of 24 or 28 guage) Rs. 92.10 per Kg. of the materials (Badla).
- (13) Thick Cotton Yarn Kasab Imitation Wire guage 20 or 22 Rs. 63.50 per Kg. of the materials (Badla).

II Imitation Wire-Drawer (Tania) Akhadedars.

- (1) For Drawing Wire of 80 guage Rs. 347.25 per Kg. of wire.
- (2) For Drawing Wire of 70 guage Rs. 222.50 per Kg. of wire.
- (3) For Drawing Wire of 60 guage Rs. 187.55 per Kg. of wire.
- (4) For Drawing Wire of 50 guage Rs. 111.10 per Kg. of wire.
- (5) For Drawing Wire of 40 guage Rs. 103.75 per Kg. of wire.
- (6) For Drawing Wire of 33.36 guage Rs. 64.30 per Kg. of wire.
- (7) For Drawing Wire of 28.30 guage Rs. 55.25 per Kg. of wire.
- (8) For Drawing Wire of 24.26 guage Rs. 51.90 per Kg. of wire.
- (9) For Drawing Wire of 18.22 guage Rs. 48.65 per Kg. of wire.

The special allowance to Akhadedar shall be paid at the following rates.

Imitation Wire-Drawer (Tania) Akhadedars.

- (1) For Drawing Wire of 80 guage Rs. 1.30 per Kg. of wire.
- (2) For Drawing Wire of 70 guage Rs. 0.80 per Kg. of wire.
- (3) For Drawing Wire of 60 guage Rs. 0.80 per Kg. of wire.
- (4) For Drawing Wire of 50 guage Rs. 0.40 per Kg. of wire.
- (5) For Drawing Wire of 40 guage Rs. 0.40 per Kg. of wire.
- (6) For Drawing Wire of 33.36 guage Rs. 0.20 per Kg. of wire.
- (7) For Drawing Wire of 28.30 guage Rs. 0.20 per Kg. of wire.
- (8) For Drawing Wire of 24.26 guage Rs. 0.20 per Kg. of wire.
- (9) For Drawing Wire of 18.22 guage Rs. 0.20 per Kg. of wire.

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and the Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed in skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No.21 Employment in Khandsary Industry

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|------------|---|--------------------------------|
| 1 | 2 | 3 |
| I | Skilled Foreman, Mechanical supervisor, Mistry, Mechanic, Chemist, Cane Crusher Driver, Mechanic Driver, Setting man, Welder, Electrician, Carpenter, Blacksmith, Turner, Bhatti Repairer, Fitter, Pumpman. | 92.40 |
| II | Semi-Skilled Field man, Sulpherman, Sulpheration, Sulphero Dayaction mat, Patti Karaguard and Cutting, Oilman, Assistant Mechanic, Karegaer, Bag Filler, Pump Atten- dant, Sentrifuming, Fireman. | 90.75 |
| III | Unskilled Helper, Majdoor, Cane Carriers, Removing Baggers, Fire- wood Gridner, Canefider, Bag Filler. | 89.70 |
| IV | Office Staff Manager Accountant, Purchaser, Cashier, Time Keeper, Clerk, Clerk-cum-Typist | 100.80 92.30 |

Explanation for the purpose of this notification: -

(1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University-Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 22-A Employment under any Local Authority

Employment in any Municipal Corporation constituted under the Bombay Provincial Municipal Corporations Act, 1949.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|------------|---|--------------------------------|
| 1 | 2 | 3 |
| I | Skilled Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Forman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mascon, Mechanic, Mechanical | 94.95 |

1

2

3

Forman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse, Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and/or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crene, Electrical Motor, Mechanic Grade I, Mechanical Electrical Motor Grade III, Inspector, Mechanic Cycle, Molder Assistant, Polisher, Regulator "A" Class, Sawyer Machines, Supervisor Driving, Tinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant.

II Semi-Skilled

93.80

Barber, Basket Maker, Bouquet maker, Camel Keeper, Camp Master, Card Driver, Chaviwala, Cleaner, Cook, Cook's Mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter, Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman Meter Reader, Money Tester, Mochis, Mortuary attendant or morgue attendant, Motor Attendant, Nawghani Mukadam, Nuisance Jamdar, Number Taking Motor Inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam), Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Clock (Fire)

1

2

3

Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor (Tram), Driver (Tram), Driver (Wagon), Electrical Motor Mechanic Grade-I, Flegman, Furnaceman, Fuseman, Greser, Inspector, Meter Joiner, Improver, Lointer Male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade-II, Car washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Pole-man, Tester Meter, Tram "c" Class District Starter, Tram Traffic 'c' class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook (Canteen)

III Unskilled

92.00

Ambulance Bearer, Ambulance labourer, Ambulance man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhhisti, Blgari, Blgar (Unloading), Boy, Burning ground attendant, Butler, Camp Attendant, Camp Ramoshi, Care taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dreser, Dust-bin Stand. Cleaner, Female ward attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bunglow Keeper, Kamgar, Kamgar for Groung and for road, Kitchen attendant, Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laborator Boy, Marking Human, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Moor Loader, Night Maind, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and Watchman, Porter, Post Mortem Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store

1

2

3

Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolyman, Watch and ward Peon, Watchman, Water Carrier, Water Man, Water Women, Ward Boy, Canteen Boy, Ghatty, Hammerman, Head Ramal, Head Sepoy, Mukadam, Freight Wagon, Mukadam Mainns, Office Coolies, Poleman, Road Boroom Maker, Sepoy Signalman, Watchman, Permanent Way.

IV. Clerical Staff

Matriculate

Non-Matriculate

Assistant Clerk, Clerk, Dispatch Assistant, Draftsman, Stenographer, Record Assistant, Record Keeper, Tracer, Typist, Secretary, Cashier and Accountant, Octroi Inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk and Assistant and Inspector Market, Mustering Karkun. Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkoon, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filter, Sorter, Shop Recorder B Class, Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant.

V Teachers

VI Conservancy Staff Sweeper, Scavenger Explanation:

93.15

The minimum rates of wages for employees of the said scheduled employment employed in public motor transport or on the Construction or maintenance of roads, or in building operations or in stone breaking or stone

crushing, shall be the same as those fixed for employment in public motor transport or employment in the construction or maintenance of roads or in building operations or employment or in Stone breaking or stone crushing is as the case may be.

Explanation for the purpose of this notification: -

(1) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(2) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(3) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No.22-B Employment in any Municipality or Nagar Panchyat constituted under the Gujarat Municipalities Act, 1963 (Gujarat Act No. XXXIV of 1964) and the Gujarat Panchyats Acts, 1993 (Gujarat Act, No. 18 of 1993)

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | | |
|------------|---|-----------------------------|---------|----------|
| | | Zone-I | Zone-II | Zone-III |
| 1 | 2 | 3 | 4 | 5 |
| I | Skilled | 94.95 | 94.20 | 93.60 |
| | Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Bus Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Me- chanical Forman, Inspector (Electri- cal), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mascon, Mechanic, Mechanical Forman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse, Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vac- cinator, Ward Inspector and/or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crene, Electrical Motor Mechanic Grade I, Mechanical | | | |

| 1 | 2 | 3 | 4 | 5 |
|----|---|-------|-------|-------|
| | Electrical Motor Grade III, Inspector, Mechanic Cycle, Molder Assistant, Polisher, Regulator "A" Class, Sawyer Machines, Supervisor Driving, Tinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant. | | | |
| II | Semi-Skilled Barber, Basket Maker, Bouquet maker, Camel Keeper, Camp Master, Card Driver, Chāviwala, Cleaner, Cook, Cook's Mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter, Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Massenger, (with cycle), Messman Meter Reader, Money Tester, Mochis, Mortuary attendant or morgue attendant, Motor Attendant, Nawghani Mukadam, Nuisance Jamdar, Number Taking Motor Inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam), Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or | 93.80 | 93.15 | 92.40 |

| 1 | 2 | 3 | 4 | 5 |
|-----|--|-------|-------|-------|
| | Tandels, Turn Clock (Fire Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor (Tram), Driver (Tram), Driver (Wagon), Electrical Motor Mechanic Grade - I, Flegman, Furnaceman, Fuseman, Greser, Inspector, Meter Jointer, Improver, Lointer Male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade-II, Car washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Pole-man, Tester Meter, Tram "c" Class District Starter, Tram Traffic 'c' class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook (Canteen) | | | |
| III | Unskilled | 92.00 | 91.35 | 90.65 |

Ambulance Bearer, Ambulance labourer, Ambulance man, Animal Keeper, Armed Guard, Assistant Ice-man, Attendant for supplying water to the staff, Ayah, Bhhisti, Blgari, Blgar (Unloading), Boy, Burning ground attendant, Butler, Camp Attendant, Camp Ramoshi, Care taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dreser, Dust-bin Stand Cleaner, Female ward attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaldar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bunglow Keeper, Kamgar, Kamgar for Groung and for road, Kitchen attendant, Laboratory Attendant,

| 1 | 2 | 3 | 4 | 5 |
|-----|--|-------|-------|-------|
| | Laboratory Labourer, Labourer Servant, Laborator Boy, Marking Human, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Moor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and Watchman, Porter, Post Mortem Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolleyman, Watch and ward Peon, Watchman, Water Carrier, Water Man, Water Women, Ward Boy, Canteen Boy, Ghatti, Hammerman, Head Ramal, Head Sepoy, Mukadam, Freight Wagon, Mukadam Mainns, Office Coolies, Poleman, Road Boroom Maker, Sepoy Signalman, Watchman, Permanent Way. | | | |
| IV. | Clerical Staff | | | |
| | Matriculate | 95.55 | 94.40 | 93.80 |
| | Non-Matriculate | 94.95 | 93.80 | 93.15 |
| | Assistant Clerk, Clerk, Dispatch Assistant, Draftsman, Steno-grapher, Record Assistant, Record Keeper, Tracer, Typist, Secretary, Cashier and | | | |

| 1 | 2 | 3 | 4 | 5 |
|----|--|-------|-------|-------|
| | Accountant, Octroi Inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market recovery Clerk, Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk and Assistant and Inspector Market, Mustering Karkun. Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkoon, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filter, Sorter, Shop Recorder B Class, Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant. | | | |
| V | Teachers | | | |
| | Class A : Junior Trained Teachers | | | |
| | Class B : Voluntary Teachers | 94.20 | 94.20 | 94.20 |
| | | 92.00 | 92.00 | 92.00 |
| VI | Conservancy Staff | | | |
| | Sweeper, Scavenger | 93.15 | 92.00 | 91.35 |

Explanation :

The minimum rates of wages for employees of the said scheduled employment employed in public motor transport or on the Construction or maintenance of roads, or in building operations or in stone breaking or stone crushing, shall be the same as those fixed for employment in public motor transport or employment in the construction or maintenance of roads or in building operations or employment or in Stone breaking or stone crushing as the case may be.

Explanation for the purpose of this notification: -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,
- (b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,
- (c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 22-C Employment under any Gram Panchayat constituted under the Gujarat Panchayat Act, 1993

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|---------|--|-----------------------------|
| 1 | 2 | 3 |
| I | Skilled | 93.15 |
| | Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Forman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mascon, Mechanic, Mechanical Forman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse, Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and/or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crane, Electrical Motor Mechanic Grade I, Mechanical Electrical Motor Grade III, Inspector, Mechanic Cycle, Molder Assistant, Polisher, Regulator "A" Class, Sawyer Machines, Supervisor Driving, Tinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant. | |

| 1 | 2 | 3 |
|---|---|---|
|---|---|---|

II Semi-Skilled

92.00

Barber, Basket Maker, Bouquet maker, Camel Keeper, Camp Master, Card Driver, Chaviwala, Cleaner, Cook, Cook's Mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavivala, Headman, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat), Label Writer, Lamp Lighter, Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Massenger, (with cycle), Messman Meter Reader, Money Tester, Mochis, Mortuary attendant or morgue attendant, Motor Attendant, Nawghani Mukadam, Nuisance Jamdar, Number Taking Motor Inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman, Park Keeper, Pate,

Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam), Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels, Turn Clock (Fire Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor (Tram), Driver (Tram), Driver (Wagon), Electrical Motor Mechanic Grade - I, Flegman, Furnaceman, Fuseman, Greser, Inspector, Meter Jointer, Improver, Lointer Male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade-II, Car washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Pole-man, Tester Meter, Tram "c" Class District Starter, Tram Traffic 'c' class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook (Canteen)

| 1 | 2 | 3 |
|---|---|---|
|---|---|---|

III Unskilled

90.20

Ambulance Bearer, Ambulance labourer, Ambulance man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhhisti, Bigari, Bigar (Unloading), Boy, Burning ground attendant, Butler, Camp Attendant, Camp Ramoshi, Care taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dreser, Dust-bin Stand Cleaner, Female ward attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for road, Kitchen attendant,

Laboratory Attendant, Laboratory Labourer, Labourer Servant, Laborator Boy, Marking Human, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Moor Loader, Night Maind, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and Watchman, Porter, Post Mortem Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolyman, Watch and ward Peon, Watchman, Water Carrier, Water Man, Water Women, Ward Boy, Canteen Boy, Ghatty, Hammerman, Head Ramal, Head Sepoy, Mukadam, Freight Wagon, Mukadam Mainns, Office Coolies, Poleman, Road Boroom Maker, Sepoy Signalman, Watchman, Permanent Way.

1

2

3

IV. Clerical Staff

| | |
|-------------|-------|
| Matriculate | 93.35 |
|-------------|-------|

| | |
|-----------------|-------|
| Non-Matriculate | 92.75 |
|-----------------|-------|

Assistant Clerk, Clerk, Dispatch Assistant, Draftsman, Stenographer, Record Assistant, Record Keeper, Tracer, Typist, Secretary, Cashier and Accountant, Octroi Inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market recovery Clerk,

Market Vasulat Clerk, General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk and Assistant and Inspector Market, Mustering Karkun. Profession Tax Clerk, Profession Tax Inspector (Non Qualified), Road Karkoon, Clerk Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filter, Sorter, Shop Recorder B Class, Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant.

V. Teachers

| | |
|-----------------------------------|-------|
| Class A : Junior Trained Teachers | 94.20 |
|-----------------------------------|-------|

| | |
|------------------------------|-------|
| Class B : Voluntary Teachers | 92.00 |
|------------------------------|-------|

| | |
|----------------------|-------|
| VI Conservancy Staff | 90.85 |
|----------------------|-------|

| | |
|--------------------|--|
| Sweeper, Scavenger | |
|--------------------|--|

Explanation:

The minimum rates of wages for employees of the said scheduled employment employed in public motor transport or on the Construction or maintenance of roads, or in building operations or in stone breaking or stone crushing, shall be the same as those fixed for employment in public motor transport or employment in the construction or maintenance of roads or in building operations or employment or in Stone breaking or stone crushing is as the case may be.

Explanation for the purpose of this notification: -

(1) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(2) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(3) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(4) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(5) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(6) Male and female employees should be given equal wages for equal work.

(7) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 23 Employment in any Manufacturing Process wherein "Manufacturing Process" As defined under section 2(K) of the Factories Act, 1948 is carried out and which is not covered under any entry in Part I and II of the Schedule.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|---|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Skilled | 96.95 | 93.80 |
| | Machine Operator, Mechanic, Fitter, Cutter, Sorter, Airman, Operator, Checker, Fitter Grade A, Turner Grade-A, Wireman Grade-A, Burner Grade-A, Burner Operator, Welder Mistry, Electrician, Bhushiwala (one who clean dust on fan), Machine man, Policeman, Supervisor, Chief Carpenter, Carpenter, Bank Showman, Mixing Machineman, Papad Maker, Floor Kneader (To turn grains folur etc. into dough) Khandvawala (one who pounds for turning into powder), Masala miser, Bhati Mechanic, Winder, Doubbler, Plan Operator, Sevpadapad Maker, Adjuster (one who adjust the weight), Chemis, Compressor Machinman, Designmaker, Pahelwala, Taliawala, Mathalalwala, Ghastawala, Furnace Driver, Engineer, Van Driver, Quality Control Officer, Plant Supervisor, Chemist cum syrup Maker, Fitter-cum-Mechanic, Boiler Attendant, Shift Incharge, Stone Breakingman, Grainder, Cutter (One who cuts with gas), Crane Driver, Loaderman, Mukadam, Chemist-cum-incharge, Broom Maker, Large Broom Maker. | | |
| II | Semi Skilled | 92.20 | 90.10 |
| | Assistant Operator, Sorter, Assistant Wireman Grade - B, Turner Grade- B, Fitter Grade -B, Kantawala (one who weighs | | |

| 1 | 2 | 3 | 4 |
|-----|---|-------|-------|
| | mixing benches), Mukadam (Mixing Department), Assistant Machine Operator, Assistant Fitter, Assistant Wireman, Helper (one who helps to make Emery Stone and prepares powder), Assistant sorter, Assistant, Griender, Peeler, Washing Machineman, Talvawala, Assistant Flour kneader, Kachori-Samosa Maker, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machine man, Mixing Machine Operaor, Scent Spreyer (One who dips in liquid). | | |
| III | Unskilled | 89.05 | 86.95 |
| | Majoor (Labourer) Watchman, Oilman, Machine Labourer, Colour Carrier-packer, Staker, Charnawala (one who shifts), Attendant: Hund Mill or Mechanical griending Mill, Hamal, Miscellaneous Labourer, Packingwala, Bottle Cleaner, Labeller, Bottle Filler. | | |
| IV | Clerical Staff | 99.65 | 96.30 |
| | Accountant, Clerk, Cashier, Bill Maker, Store Keeper, Time Keeper, Clerk-cum-Cashier. | | |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporation Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance

payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 24 Employment in any Establishment engaged in Manufacturing Readymade Garments or it Accessories and Tailoring Establishments Employing more than Three Workers.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | | | |
|------------|--|-----------------------------|-----------|------------|---|
| | | Zone - I | Zone - II | Zone - III | |
| 1 | 2 | 3 | 4 | 5 | 1 |
| I | Category I | 97.35 | 95.15 | 92.95 | |
| | Designer Maker, Pattern Maker, Supervisor (Production), Master Cutter, Manager | | | | |

| 1 | 2 | 3 | 4 | 5 | 1 |
|-----|---|-------|-------|-------|---|
| II | Category II | 95.80 | 94.10 | 92.40 | |
| | Cutter, Checker, Sample Tailor Grade -I (Readymade), Coat Maker, Pant Maker, Accountant, Salesman, Mechanic, Electrician, | | | | |
| III | Category III | 94.10 | 92.40 | 91.35 | |
| | Tailor Grade II (Readymade), Alterationman (Exclusively), Assistant Cutter, Collar Maker, Shirt Maker,(Made to Order), Store Keeper, Clerk-Typist, Painter (Bra-clip-painting), Ironer-A (For Garment made out of Wool, Silk, Terine, Trecol and other Synthetic Yarns), Driver, Specified Packer. | | | | |
| IV | Category IV | 93.05 | 91.35 | 90.45 | |
| | Tailor Grade III (Readymade), Cap Maker, Special purposes Machine Operator, e.g. Embroideryman, Button stitch Machine Operator, Bind stitch Machine Operator, Overlocking (Overedging), Iron-B (For Cotton Garment), Folder/ Spreader. | | | | |
| V | Category V | 91.35 | 87.30 | 89.50 | |
| | Thread Cutter, Deliveryman, Peon, Kaajawala(by hand), Tomwala (by hand), Hookwala (by hand), Helper, Sweeper, Boys, Watchman. | | | | |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,

(c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 25 Employment in any Oil Mill

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|---|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Skilled Engineer, Boiler attendant, Engine Driver, Fitter, Blacksmith, Turner, Electrician, Welder, Carpenter, Chemist, Machine Operator. | 94.95 | 94.75 |
| II | Semi-Skilled Oilman, Fireman, Canboy (Ketaliwala), Expellorman, Filterman, Mukadam | 93.60 | 93.25 |
| III | Unskilled Thappiwala, Gunnybag Filter, Gunnybag sticher, Kadiwala, Majdoor, Hamal, Machine Cleaner, Cleaner of Factory, Machine Feeder (Orulla), Baharawala, Peon, Employees Employed on cleaning, spreading, draying and of slaving oil seeds. | 92.10 | 91.80 |
| IV | Clerical Staff Accountant, Time keeper, Store Keeper, Stenographer, Office Superintendent (Head Clerk), Cashier, Karkun, Typist. | 96.85 | 96.10 |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages payable to a skilled or semi-skilled worker.

fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No.26 Employment in Petrol and Diesel Pumps.

| Sr. No. | Class of Employees | <u>Rates payable per day (Rs.)</u> | | |
|------------|---|------------------------------------|-----------|------------|
| | | Zone - I | Zone - II | Zone - III |
| 1 | 2 | 3 | 4 | 5 |
| I | Skilled Manager, Head Cashier, Any Employee who works efficiently by exercising considerable independent judgement, discharges his duties with responsibility and possesses thorough and comprehensive knowledge of the trade, craft or industry in which he employed. | 98.70 | 96.50 | 93.35 |
| II | Semi-Skilled Pump Attendant, Accountant, Clerk, Bill Clerk, Cashier, Typist, Any Employee who does a work of a well defined routine nature and discharges the duties assigned to him Independently and with responsibility. | 96.50 | 93.35 | 92.10 |
| III | Unskilled Helper, Watchman, Peon | 92.10 | 91.60 | 91.15 |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,

(c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 27 Employment in Any Pharmaceutical Industry.

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | | |
|------------|---|-----------------------------|-----------|------------|
| | | Zone - I | Zone - II | Zone - III |
| 1 | 2 | 3 | 4 | 5 |
| I | Skilled | 93.45 | 92.85 | 92.30 |
| | Chemist, Stenographer, Manager, Chief Accountant, Machine Maintainer, Sales Supervisor, Sales Representative, Packing Supervisor, Time Keeper, Bazar | | | |
| | Clerk, Account Clerk, Cashier, Ughrani Clerk, Bill Clerk, Bill Preparer, Typist, Store Keeper, Driver, General Clerk, Machine Supervisor. | | | |
| II | Semi-Skilled | 92.30 | 91.80 | 91.25 |
| | Bottle Filler (Syrup), Bottle Checker (Syrup), Label Stamper (Syrup), Tablet Compression Attendant, Coater (Tablets), Polisher (Tablets), Stripe Packing Supervisor, Capsule Filler, Capsule Sealer, Ointment Filler, Mixing Attendant (Injection), Sterilising Attendant, Checker of Injection, Bottles, Mixing Attendant (Syrup), | | | |

| 1 | 2 | 3 | 4 | 5 |
|-----|--|-------|-------|-------|
| | Mixing Attendant (Tablets), Strip Packer, Mixing Attendant (Capsules), Packer (Capsules), Mixing Attendant (Ointment), Bottle Washer (Injection), Bottle Filler (Injection), Raw Material Processor, Vanaspati Grinder, Avlesh Preparer, Syrup Processor, Oil Processor, Extract Processor, Tablet Preparer from Ras, Goods Sorter as per Order, Goods Checker as per Order, Packing Memo Clerk, Coupy Pakva and Ras Preparer, Asav Boiler, Extract Drawer, Tablets Weighter, Weighter Attendant, Bottle Filling Machine Operator. | | | |
| III | Unskilled Bottle Bag Opener, Bottle Drying Attendant, Syrup Attendant, Filtering Attendant, Bottle Capping Attendant, Label Paster, Bottle Sealer, Bottle Packer in Cartons and also Dozens and Cases, Bottle Carrier (For Ware Housing, Granule Process Attendant, Granule Drying Attendant, Tablet Stripe, and Bulk Packer, Ointment Tubes Scaling, Attendant, Helper, Peon, Cleaner, Weighing | 91.25 | 90.65 | 90.10 |

| 1 | 2 | 3 | 4 | 5 |
|---|--|---|---|---|
| | <p>Helper, Box Packing Helper, Store Coolie, Hand Lorriwala, Paharewala/ Watchman, Vanspati Cleaner, Vanspati Siever, Vanaspati Mixing Attendant, Manufacturer Process Attendant as per Formula, Asav Filtering Attendant, Pills manufacturing and cutting Attendant, Pills Separator (Khal- chuntnar), Bhasma manufacturing Attendant, Cleaner, Crusher, Furnace Attendant, Pills Mixture, Ointment Attendant, Bottle Cleaner for Filling Liquid.</p> | | | |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,

(c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 28 Employment in Plastic Industry

| Sr. No. | Class of Employees | Rates payable per day (Rs.) | |
|------------|--|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Skilled | 94.65 | 93.60 |
| | Supervisor, Accountant, Boiler Attendant, Chemist, Cutting and Sealing Operator, Machine Operator. | | |

| 1 | 2 | 3 | 4 |
|-----|---|-------|-------|
| II | Semi-Skilled Assistant Operator, Moulder, Grinder, Machineman, Turner, Filter, Finishing Machineman. | 92.40 | 91.35 |
| III | Unskilled Packer, Majdoor, Labourer, Helper, Sweeper, Cleaner, Watchman, Peon. | 90.20 | 89.15 |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits;

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 29 Employment in Potteries Industry

| Sr. No. | Class of Employees | Rates payable per day (Rs.) |
|------------|---|--------------------------------|
| 1 | 2 | 3 |
| I | Skilled | 93.35 |
| | Mistry-Mechanic, Mistry- Carpenter, Pattern and Farm maker, Potters (makers of jars), Batteries and Batlar (30 Lbs. and above), Die. Makers, Head Moulders (Foundry), Mistry Turner, Mistry- Blacksmith. | |
| II | Semi-Skilled | 91.90 |
| | Wireman, Turner, Fitter, Blacksmith, mason for new Trolley Building and Kiln repairs), Sanitaryware case Moulder (Plaster of Paris), Name writer, View Decoration, Luster and Colour Decoration, Tunnel Attendants, Potters (8Lbs. and Above but below 30 Lbs.), Barni, battery and Jota Makers), Shappers, Planners, Welder, Moulder (Foundry), Engine Driver, Flate | |

1

2

3

Maker, Gold Line Maker (Decorator), Sanitaryware Casters (Big Pieces), By Colour Lining on Cup-saucer), Designer, Stamer, Glazer (Cup-saucer), 45 by dipping and spraying), Stoneware Pipe Turner, Finishers (Fire Bricks), Fire man down Draft Kiln), Laboratory Attendant, Machineman (Plaster Mixing), Compressor Pumpman, Sanitaryware, Crockery, Loaders in Turner Kiln and down Draft Kiln, Fitters Press Main Person, Tile Semi-automatic Press-Operator, Tiles Painters (Painting by hand, Brush and Screen Printing and Emboss Painting), Oil Pump Attendant, Glazer (Jar), Checker (Sanitaryware, Jar), Finisher (Cup-saucer, Fire Bricks), Porter (Sanitaryware, Tiles, Refractories, Crookery), Pug-Mill Attendant Main person, Caster of Trap, Soap Dish, Ash-tray, Tea-Set and Small articles, Chakadia (8 Lbs. and Below Jar and Batla Maker), Lid Maker (Chakada), Lid Maker (Screw Press), Vatkas and Daba Maker, Transfer stickers on Crockery and Glazed tiles, Saggar Maker (On Chakada), Saggar Maker (On hand Press), Handle Stickers to Cups, Handle Stickers to Jars.

III Unskilled

90.45

Pottery Majdoor (Helpers and Carriers), Blunger and Cylinder Loaders, Lata Polisher, Brick Makers on Screw Press and Automatic Press, Stoneware and Porcelain Pipe Makers and Glazers, Crookers, Biscuit Loaders and un-loaders, Tiles Glazing Machine Workers, Glazed Tiles Automatic Press workers, Cup-saucers and similar pieces mould makers, Glazed tiles Loading in Crates, Glazed Tiles Loading in crates and wire Packing, Stamping on Glazed Tiles Loading in crates and wire Packing, Stamping on Glazed Tiles, Bricks and Jar Packers, Handle casters and Finisher.

IV Supervisory and Clerical Staff

93.80

Explanation for the purpose of this notification: -

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.
- (4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees should be given equal wages for equal work.
- (8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.
- (9) For the purpose of this entry, "Potteries Industry," includes the manufacture of the following articles of pottery, namely :-
 - (a) Crockery, (b) Sanitary appliances and Fittings, (c) Refractories, (d) Jars, (e) Electrical accessories, (f) Hospital, (g) Textiles Accessories, (h) Toys, (i) Glazed Tiles.

No. 30 Employment in any Powerloom Industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring, folding finishing or similar processes are carried on

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) | |
|------------|---|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Skilled Clerk, Jobber, Fitter, Weaver, Wrapper, Front Sizer, Drawer Wireman, Boiler Attendant | 92.95 | 92.20 |
| II | Semi-Skilled Winder, Richer, Thrower, Finishing Machine man, Thread Sizer, Back Sizer, Folder. | 92.10 | 91.60 |
| III | Unskilled Majdur, Labourer, Helper, Sweeper, Cleaner, Weft distributor, Oiler, Waterman, Peon, Watchman. | 91.35 | 90.95 |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 31 Employment in Pre-weaving and Textile Processing Industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, folding, finishing, mortising, printing or glazing of yarn cloth or articles made of cloth or any process incidental or supplemental thereto.

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) | |
|------------|--|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Skilled Machine Operator, Jobber Colour man, Fitter, Electrician, Stamper, Folder, Wireman, Boiler Attendant, carpenter, Printer, Kunjawala, Checker, Harish Stander Machine man, Soucharman, Polomsing Machinman, Finishingman, Steam Finishingman, Zora Zora Machinem a n , Rottery Machineman, Dieing Range Machineman, Gigger Machineman, Store Keeper, Cashier, Head Jamadar, Firema | 94.00 | 93.25 |

| 1 | 2 | 3 | 4 |
|-----|--|-------|-------|
| II | Semi-Skilled Stichman, Packer, Belt Operator (Patta Chalawānār), Bundler, Assistant Printer, Assistant Stamper, Cutterman, Helper (Assistant of skilled workers), Telephone Operator, Time Keeper, Godown Keeper, Assistant Machineman, Ugharani Karkun, Gate Keeper. | 93.05 | 92.65 |
| III | Unskilled Majdoor, Coolies, Sweeper, Cleaner, Watch man, Pumpman, Fire-Coolies. | 92.30 | 91.90 |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part-time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 32 Employment in Any Industry in Which Any process of Printing by Letter press Lithography, Photo graver or other similar work or work incidental to such process or Book Binding is carried on.

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) | | |
|------------|--|-----------------------------|---------|-----------|
| | | Zone -I | Zone-II | Zone- III |
| 1 | 2 | 3 | 4 | 5 |
| I | Skilled A Lino - type Operator, Camera Operator, Tri-colour-Etcher or Multy Chome Etcher, Rottery Pressman, Commercial Artist or Designer, Litho Artist or Caligrapher, Negative positive Retoucher, Off-Set Printer, Stenographer, Tele-Printer Operator, Qualified Accountant, Cashier, Lodlow Operator, Mono-Type Key Board Operator, Proof Reader, Multi Colour Proof Printer, Litho Off-set Transfer Printer, Off-set Plate Maker, Litho Off-set Copy paster, Retoucher or Toucher, Photo-graver Etcher, Photograver lay-outman, Litho Plate Bed Printer, Punch Maker, Envelop Machineman, Mechanic, Electrician, Steno-Typist, Binder (Volume and Vedger), Block Maker (integrated), Compositor (Display and Page Making), Off-set Plate Maker, Exercise Book Machineman, Head Clerk, Forman, Supervisor or Section Head, Cylinder Pressman (Automatic), Matrix Maker, Book Case, Machinema | 93.60 | 93.25 | 92.95 |

| 1 | 2 | 3 | 4 | 5 |
|-----|--|-------|-------|-------|
| II | <p>Skilled B</p> <p>Imposer, Moni-type Caster, Type Caster, Stero-typer or Stero Caster Stero Bencher cum Mounter, Line Estcher, Half-tone Etcher, Transfer printer (Blicks), engraver, Router, Mounter, Cylinder Pressman (Hand Fed), Die Stamper or Die Plate Printer, Gilder, Inter-Lay-Cutter, Cutter or Gilotiman, Carpenter, Driver, Store or Godown Keeper, Clerk, Time Keeper, Typist, Telephone Operator, Addrema Machineman, Cylinder Grainer, Copy Holder, Tradle Pressman or Plateman, Binder, Sewing Machineman, Folding Machine man, Ruling Machineman, Box Puncher, Scorer or Blender, Hand Box or Envelope Maker, Accountant, Compositor (Correction), Super type Caster, Foundryman (Integrated), Platen Pressman (Automatic), Number Setter, Three-Knives Trimmer, Assistant Artist, Numbering Machineman, Assistant Machineman.</p> | 92.95 | 92.75 | 92.40 |
| III | <p>Simi-Skilled</p> <p>Distributor, Assistant Camera Operator, Assistant Transfer Printer, Assistant Etcher, Letter Press Cylinder Feeder, Counter, Letter Press Plate Feeder, Checker, Number or Pagingman, Packer, Assistant Empossing Machineman, Assistant Toucher, Assistant Copy Paster, Off-set Feeder, Flat Bed Feeder, Varnisher, Wax Machineman, Cold Powderer, Wireman, Type Cutter, Compositor (Running), Line roller, Proof Puller or Gally pressman, Type Dresser, Roller Maker or Roller Caster, Plate Grainer or Grinder, Ink Grinder, Knife Sharpeender, Wire Sticher,</p> | 92.10 | 91.90 | 91.60 |

| 1 | 2 | 3 | 4 | 5 |
|----|--|-------|-------|-------|
| | Perforator, Label Puncher, Rulling Feeder, Beeningman, Metal Caster or Lead Melt, Tyre or Found Binder, Roller Stitcher, Numbering Feeder, Gussing Machineman. | | | |
| IV | Unskilled Stereo-Baller, Rotary-Baller, Cylinder Baller (Photo-gravure and Letter Press), Hand Folder, Assistant Carpenter, Stone-Grinder, Baller, Helper, Binding Boy, Cleaner, Sweeper, Peon, Messenger, Watchman, Majdur, Tyre Jet Breaker or Polisher. | 91.25 | 90.95 | 90.65 |

Explanation for the purpose of this notification:

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,
 - (b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,
 - (c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The Factories manufacturing corrugated boxes will also pay the above minimum rates of wages.
- (4) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(5) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(6) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(7) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(8) Male and female employees should be given equal wages for equal work.

(9) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 33 Employment in Public Motor Transport.

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) |
|------------|---|-----------------------------|
| 1 | 2 | 3 |
| I | Skilled Employees by whatever name called doing skilled work of the nature done by Manager, Assistant Manager, Superintendent, Head Clerk, Accountant, Senior Clerk, Driver, Mechanic, Fitter, Turners, Electricians, Checker Supervisor, Tinsmith, Batteryman, Vulcaniser, Carpenter, Blacksmith, Artisan, Traffic Controller, Traffic Inspector, Assistant Traffic Inspector, Traffic Checker, Hostes, Instructor, Starter, Vehicle Examiner, Chageman, Body-smith, Assistant Body-smith, Upholsterer, Machinist, Wireman, Welder, Painter. | 99.05 |

| 1 | 2 | 3 |
|-----|--|-------|
| II | Semi-skilled Employees by whatever name called doing semi skilled work of the nature doing by Assistant or Junior skilled worker, Conductor, Mechenemetes, Fittermates, Greaser, Oiler, Assistant Artisan, Junior Traffic Controller, Havaladar, Mukadam, Hammerman, Hamal and Employees doing the clerical work. | 96.85 |
| III | Unskilled. Employees by whatever name called doing unskilled work of the nature done by Helper, Washer, Cleaner, Watchman, Majdur, Sweeper, Peons, Khalasi, Tapali, Chowkidar, Waterman, Porter, Gardener, Batteryboy, Pump Operator or other Miscellaneous Workers. | 95.15 |

Explanation for the purpose of this notification: -

(1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 34 Employment in any Pulp and Paper or Board Manufactory.

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) |
|------------|---|-----------------------------|
| 1 | 2 | 3 |
| I | Highly Skilled Boiler Attendant (Class I), Electrician, Forman, Machine Operator, Chemist, Département In-charge, Supervisor, Draftsman, Finishing House Mistry, Chargeman, Instrument Section, Chargeman-Carpentary Shop, Workshop Chargeman, Chargeman Civil Construction, Chargeman Mechanical, Chargeman Transport, Chargeman Electrical Section. | 93.15 |
| II | Skilled Boiler Attendant (Class II), Digester Attendant, Carpenter, Fitter, Pressman, Wireman (First Class), Mechanic, Welder, Crane Operator, Driver, Plumber, Nurse, Laboratory Tester, Turner, Blacksmith, Painter, Lather man, Finisher, Beaterman, Calenderman, Pulper Machineman, Winder (Litter Rewinder Machineman), Sorter, Cutter Machineman, Tinsmith, Driller, Shaper, Planner, Evaporator Operator, Recovery Boiler Operator, Feaster and Smelter Operator, Recaustasing Operator, Lime Reburning Operator. | 92.10 |

| 1 | 2 | 3 |
|-----|--|-------|
| III | Semi-Skilled | 90.95 |
| | Willowman, Pump Attendant, Steam Controller, Gardener, Cooks, Wireman (Second Class), Head Watchman/Watch and Ward Jamadar, Pulp and Paper Tester, Fireman, Paper and Board Section Machine Attendant, Finishing Plant Attendant, Pump Attendant, Chemical Treatment and Classification Attendant, Assistant Fitter, Assistant Electrician/ Electrical Assistant, Coal crushing and Oil Burner Attendant, Assistant Turner, Assistant Welder, Assistant Driller, Assistant Planner, Assistant Shaper, Compressor Attendant, Armour man, Wood Grinder Attendant, Hoist Operator, Sampleman, Board Finisher, Band Saw Cutter Attendant, Rollman. | |
| IV | Unskilled | 89.90 |
| | Heavy Duty Labourer, Cross Cutter, Sealer, (Kantawala), Chipping Labourer, Digester Labourer, Washing and Cleaning Labourer, Straining Labourer, Knotter, Screening and Cleaning Labourer, Hydrapulper and Pulper Labourer, Wood Grinding Labourer, Stock Preparation Labourer, Chemical Preparation and Fibre Recovery Labourer, Beater Labourer, Paper and Board Machine Section Labourer, Kneader Labourer, Finishing Plant Labourer, Sheet and Package Weft Labourer, Label man, Finishing and Packaging House, Labourer, Warehouse and Dispatch Labourer, Recovery Boiler Roaster and Smelter Labourer, Recalcitrating Labourer, Lime Reburning Labourer, Cartman, Chemical Treatment and Classification Labourer, Coal Crushing and Oil Burner Labourer, Turbine Distribution Board, Switchgear or panel Labourer, Marker, Oilman, Mould Sticking Labourer, Saw Grinding Labourer, | |

1

2

3

Laboratory Labourer, Watchman, Mukadam, Fitter, Turners, welders, Blacksmith, Carpenter and other Labourer, Helping such other skilled Employees, Machine Operator and Machineman's Labourer, Colour Waste Paper or Sraw Sorter, Garden Labourer, Band Saw Labourer, Labourer, Peon, Sweeper, Fibre and Dusting Labourer, Waste Paper Labourer, Raw Material Labourer, Bamboo Carrier Labourer, Evaporator Labourer, Material Handling Labourer, Water Supply and Treatment Labourer, Coal Labourer, Repair Shop and Maintenance Labourer, Canteenboy, Officeboy, Guest House Labourer, Store Labourer.

V

Clerical A

93.90

Accountant, Time-keeper, Store Keeper, Stenographer, Office superintendent / Head Clerk, Cashier.

Clerical B

91.80

Clerk, Typist, Clerk-cum-typist.

Explanation for the purpose of this notification: -

(1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 35 Employment in any Residential Hotel, Restaurant or Eating House as defined in the Bombay Shops and Establishments Act, 1948

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) | | |
|------------|---|-----------------------------|-----------|------------|
| | | Zone - I | Zone - II | Zone - III |
| 1 | 2 | 3 | 4 | 5 |
| I | Skilled | 92.95 | 92.40 | 91.90 |
| | Samosawala, Faloodawala, Omlet-wala, Chef-Tea-Maker, Dosawala, Tandur Rotiwala, Bhajiwala, Ice Cream Maker, Sweet Meaf or Farsan Maker (Malwala), Wittman, Head Cook or Cook, Maharaj, Aachari, Ustad, Babarchi, Chanasama, Manager, Accountant, Clerk, Store Keeper (Who keeps the account of the store), Mistry, Cashier, Supervisor, Receptionist, House Keeper, Head Waiter, Butler, Steward, Head Pantryman, Telephone Operator, Electrician, Carpenter, Tailor, Gardner who is doing tree work of planting. | | | |

| 1 | 2 | 3 | 4 | 5 |
|-----|---|-------|-------|-------|
| II | Semi-Skilled Assistant Manager, Assistant Malwala, Rotiwala, Chapatiwala, Puriwala, Pantry man who prepares Sandwiches, Toast etc. Tea and Coffee Maker (Ordinary), Assistant Cook, Marketman, Pumpman, Gas- filler, Syrup and Lassi wala and Salesman, Vendor (Keeping Account), Orderwala (Shouting Bills or writing Bill), Kababwala, Bhel puri wala. | 92.10 | 91.60 | 91.25 |
| III | Unskilled Gate Boy, Game Boy, Bell Boy, Room Boy, Tea Boy, Glass Boy, Dish Boy, Water Boy, Order Boy, Pantry Boy, Kitchen Boy, Office Boy, Message Boy, Soda-Fountain Boy, Billiard Boy, Cleaner, Sweeper, Hamal, Jamadar, Coolie, Majdoor Chhokara, Platewala, Pani-Kachumerwala, Paniwala, Cupwala, Chowkiwala, Room Boy not doing the work of Waiter, Dishwala, Moriwala, Kholiwala, Vasanwala, Dish-Filler, Grain Cleaner Man or Female, Miscellaneous Workers e.g. Doing all or some of the jobs of an unskilled nature, Vendors (Ferias), or Babarwalas not working on Commission basis and not entrusted with the responsibilities of accounts. | 91.05 | 90.55 | 90.20 |

Explanation for the purpose of this notification: -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,
- (b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,

(c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) Male and female employees should be given equal wages for equal work.

(7) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 36 Employment in any Rice Mill, Flour Mill or Dal Mill

| Sr. No. | Classes of Employees | <u>Rates payable per day (Rs.)</u> | | |
|------------|--|------------------------------------|---------|-----------|
| | | Zone -I | Zone-II | Zone- III |
| 1 | 2 | 3 | 4 | 5 |
| I | Skilled Engineer, Miller, Supervisor, Turners, Mechanics, Fitters, Engine Driver, Boiler Attendants, Mistries, Carpenters, Carpenter Mistries, Blacksmiths, Measons, Electricians (with Diploma), Roll Grovers, Machine Operators, Painters, Mukadams, Plantmen, Tailors. | 93.05 | 92.40 | 91.90 |

| 1 | 2 | 3 | 4 | 5 |
|-----|--|-------|-------|-------|
| II | Semi-Skilled Oilers, Silkmen, Rollermen, Purifiers, Assistant Fitters, Electricians (without Diploma), Pumpmen, Binman, Motor-Attendant, Sewers, Watchman/ Jamadars (with Training in Fire Squads), Mochies, Hammermen, Purifiers, Jiggars, Rope Spiocers, Washer Machineman. | 92.10 | 91.50 | 91.05 |
| III | Unskilled Misturers, Packers, Shaftmen, Cleaners, Firemen, Coalmen, Truckmen, Mill Attendants, White Washers (Painters), Watchmen, Jamadars, Hamals, Stackers, Machine Cleaners, Sweepers, Majdoors. | 91.50 | 90.75 | 90.20 |

Explanation for the purpose of this notification: -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,
 - (b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,
 - (c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No.37 Employment in Roofing Tiles Manufactory

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) |
|------------|---|-----------------------------|
| 1 | 2 | 3 |
| I | Skilled Mistry, Mechanic. | 91.80 |
| II | Semi-Skilled Dieman, Fireman, Fitter, Driver, Bhathathi Gothavanar, Electrician, Mukadam. | 90.65 |
| III | Unskilled Peon, Watchman, Sweeper, Labeller, Helper, Press Operator, Pag Mill Operator, Blunger Operator, Theplawala, Finisher, Sarvawala (Tiles), Sorter, (Kachcha Pakka Tiles), Sarvawala (Tiles in Bhatti). | 89.15 |
| IV | Supervisory and Clerical Staff | 91.80 |

Explanation for the purpose of this notification: -

(1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No.38 Employment in Rubber and Rubber Products including Artificial Rubber Products manufacturing Industry.

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) |
|------------|--|--------------------------------|
| 1 | 2 | 3 |
| I | Skilled Machine Operator, Calender and Cutting Machine, Press Operator (Vulcanizing), Mixing Machineman, Fitter, Binder, welder, Carpenter. | 94.10 |

| 1 | 2 | 3 |
|-----|--|-------|
| II | Semi-Skilled Boiler Attendant, Calender Helper, Mixing Mill Helper, Turner Helper. | 91.90 |
| III | Unskilled Majdoor, Watchman, Peon. | 89.70 |
| IV | Clerical A Supervisor, Accountant, Time Keeper, Store Keeper, Stenographer, Cashier. | 98.50 |
| V | Clerical B Clerk, Typist, Clerk-cum-typist. | 95.15 |

Explanation for the purpose of this notification: -

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.
- (4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 39 Employment in Soap Making Industry.

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) | |
|------------|---|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Skilled Qualified Chemist, Accountant (Book keeper), Salesman, Driver | 95.05 | 92.75 |
| II | Semi-Skilled Furnaceman | 92.75 | 91.60 |
| III | Unskilled All other workers. | 91.60 | 90.45 |

Explanation for the purpose of this notification: -

(1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,

(b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No.40 Employment in Stone Breaking and Stone Crushing Industry

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) | | |
|------------|---|-----------------------------|---------|----------|
| | | Zone -I | Zone-II | Zone-III |
| 1 | 2 | 3 | 4 | 5 |
| I | Skilled Engine Driver, Fitter, Turner, Moulder, Blacksmith, Qualified Wireman, Compressor Driver, Tractor Driver, Clerk, Blasters, Stone Cutter. | 92.10 | 91.50 | 90.75 |
| II | Semi-Skilled Tapghar (Stone Breaker), Head Lineman (Truck), Mukadam, Driver. | 90.45 | 89.70 | 89.05 |
| III | Unskilled Loaders, Falkman, Cleaner, Oilman, Coolies, Pump Attendants, Sweepers, Peons, Office Boy. | 89.50 | 88.85 | 88.00 |

Explanation for the purpose of this notification: -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,
 - (b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,
 - (c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.
- (2) The minimum rates of wages for employees doing the similar work like the employment of Public Motor Transport shall be paid the similar wages.
- (3) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (4) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.
- (5) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (6) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (7) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(8) Male and female employees should be given equal wages for equal work.

(9) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 41 Employment in Sugar Industry

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) |
|------------|--|-----------------------------|
| 1 | 2 | 3 |
| I | Highly Skilled Laboratory Bench Chemist, Boiler Attendant, Head Fitter, Draftsman II, Pattern Maker I, Instrument Mechanic (Certificate from I.T.I.), Mechanic I. | 94.10 |
| II | Skilled Panman, Manufacturing, Assistant, Assistant Panman, Evaporator Operator, Laboratory Assistant, Overseer (Unqualified), Electrician, Armature Winder, Fitter, Turner, Welder, Pattern Maker II, Moulder, Line Overseer, Wireman, Machinist, Blacksmith, Head Khalasi, Switch Board Attendant, Engine Driver I, Tinsmith, Coppersmith, Carpenter, Can Unloader Operator, Permanent way Inspector, Mechanic II, Steam Loco Driver, Driver, Tractor Driver, Trolley Line Mistry, Diesel Loco Driver, Mason. | 92.95 |
| III | Semi-Skilled Mescartion Attendant, Molasses Recorder, Juice Recorder, P. H. Recorder (Phydrosen Ion Concentration), Male Tailor, Juice Heater Attendant, Clarifier Attendant, Rotary Vaccum Filter Attendant, Centrifugal Operator, Laboratory Boy, Bag Printing | 91.90 |

| 1 | 2 | 3 |
|----|--|-------|
| | Machine Operator, Bag Sewing Machine Operator, ION Exchange Water Treatment Operator, Filter Cloth Washing Machine Operator, Electrical Helper, Engine Driver II, Beltman, Khalashi, Fireman, Pumpman, Motor Attendant, Oilman, Hammerman, Painter, Fitter Helper, Water Attendant, Tipperman, Cane Development Kamdar, Loco Foreman, Trolley Line Mukadam, Building Mukadam, Guard, Sweeper, Jamadar, Jamadar, Store Boy. | |
| IV | Unskilled | 91.05 |
| | Juice Helper Majdoor, Sulphur Over Majdoor, Palledar/ Hamal, Marker, Sample Boy, | |
| | Majdoor: Winchman, Watchman, Sweeper, Pointsman, Trolleyman, Cleaner, Mali, Guest House Attendant, Cook, Pujari. | |
| V | Clerical | 94.10 |
| | Cane Head Clerk, Cane Accountant, Centre Incharge, Cane Yard Supervisor, Yard Foreman, Weighment Supervisor, Assistant Cane Head Clerk, Share Accountant, Cashier, Sectional Incharge, Stenographer Grade I and II, Store Keeper Grade I, Head Time Keeper Grade II, Security Officer Grade I, Sugar Godown Keeper Grade II, Assistant Godown Keeper Grade III, Security Inspector Grade III, Sanitary Inspector Grade III, Typist, Time Keeper, Tracer, Daftry, Compounder, Nurse, Midwife, Accounts Clerk, Time Office Clerk, Building Labour Time Keeper, Sales Incharge, Cane Inspector, Assistant Cashier, Supervisor Grade III, Challan Incharge, Store Purchaser Grade III, Railway Clerk, Sugar Godown Clerk, Store Clerk, | |

1

2

3

Sales Clerk, Payment Clerk, Record Keeper, Telephone Operator, Job Clerk, Manufacturing Engineering Clerk, Building Clerk, General Clerk, Weighment Clerk, Sheet Writing Clerk, Tool-Room Clerk, Receipt and Dispatch Clerk, Stationery Clerk, Sugar House Clerk, Canteen Clerk, Gate Clerk, Tally Clerk, Token Clerk, Amin Purja Clerk, Checker, Fuel Clerk.

VI Supervisory

95.15

Manufacturing Chemist, Laboratory Incharge, Laboratory Bench Chemist, Head Panman, Pan Incharge, Assistant Engineer (Mechanical), Assistant Engineer (Electrical), Workshop Engineer, Foreman (Mechanical), Draftsman I, Foreman (Electrical), Overseer, Cane Development Officer, Assistant Cane Development Officer, Cane Superintendent, Labour Officer, Welfare Officer, Factory Railway Superintendent, Motor/Tractor Foreman, Civil Engineer A-1 and A-II, Office Superintendent, Accountant, Loco Foreman, Medical Officer, Personal Secretary, Sales Manager, Assistant Sales Manager, Store Purchase Officer, Assistant Works Manager, Transport Superintendent, Assistant Transport Superintendent.

Explanation for the purpose of this notification: -

(1) The entire State shall be treated as one Zone.

(2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.

(3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 42 Employment in Tanneries and Leather Manufactory

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) | |
|------------|--|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| I | Skilled Mechanics (Sanchawalas), Assistant Mechanics, Ring Makers Mistry (Cutter), Persons employed in staking, Splitting, Glazing, Shaving, Rolling, Fleshing with Machine or otherwise. | 94.00 | 93.15 |
| II | Semi-Skilled Shoes Makers, Dyers, Stichers, Polishers, Man In charge of the Drums, Table man, Persons employed in Sewing, Balt Finishing, Nailing, Hydraulic Press, Harness and Sole Setting Department, Stitching. | 93.15 | 92.65 |

| 1 | 2 | 3 | 4 |
|-----|---|-------|-------|
| III | Unskilled Machine Helpers, Tab Yard Workers, Line Yard Workers, Cartman, Milkatman, Lace Cutters, Workers Preparing Bolts, Workers doing Repairing Works, Workers in Belting and Buffers, Other Miscellaneous Workers. | 92.65 | 92.00 |

Explanation for the purpose of this notification: -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,
- (b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.
- (4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 43 Employment in any Tobacco (Including Bidi Making) Manufactory

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) | |
|------------|---|-----------------------------|-----------|
| | | Zone - I | Zone - II |
| 1 | 2 | 3 | 4 |
| (1) | Bidi Makers for Making 1000 Bides. | 89.15 | 88.75 |
| | (a) Asotary Bides (Asta Bides) and Double Nakh Bides | | |
| | (b) Single Nakh Bides (Sadi Bides) | 88.75 | 88.45 |
| (2) | Accountants | 93.80 | 92.65 |
| (3) | Motor Vehicle Drivers | 92.65 | 92.65 |
| (4) | Clerks | 92.65 | 92.00 |
| (5) | Employees Attending to Power-aid Mills (Machine Attendant) and Tobacco Grinder (Where Tobacco is Ground by Hand Operated Machine) | 91.25 | 90.45 |
| (6) | Motor Vehicle Cleaners | 90.65 | 90.65 |
| (7) | Employees Attending to Power aid Grinding Machines (Attendants) | 91.25 | 90.45 |
| (8) | Bidi Wrappers, Chowkidar, Packers, Labourers, Tobacco Drivers, Persons doing the Work of Leavening Gadaku Makers, Cleaners of Tobacco and All the Other Workers who are not covered under any of the Foregoing Entries. | 88.85 | 88.45 |

Explanation for the purpose of this notification:

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,
- (b) Zone II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.
- (4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees should be given equal wages for equal work.
- (8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

- (9) (a) The Minimum rates are to be paid to the employees where the leaves are supplied by the employers.
- (b) The Minimum rates include charges for the cutting of leaves and packing of bundles of 25 each.
- (c) The employees shall be entitled to get the daily special allowance for making 1000 bidies per day. If the out put of the employee per day is more or, as the case may be, less the special allowance shall be accordingly.
- (d) The employee shall be entitled to get the guaranteed wages only where the employer fails to supply sufficient quantity of good raw material (including tobacco leaves) to roll 1000 bidies per day.
- (e) Where no raw material is supplied by the employer to the employee and the employer is willing to work and reports for duly or for collecting raw material the employee shall be entitled to get 50 % of the "guaranteed wages".
- (f) "The Guaranteed Wages" shall be the average daily wages (Basic rate plus Special allowance) of the work done by the employee in last one month.
- (g) The employee shall not be entitled to get the guaranteed wages if he earns less than the amount of the guaranteed wages on any day on account of his unwillingness to work for any reason whatsoever.
- (h) The employee shall not be entitled to get the guaranteed wages if he fails to make full use of the raw material supplied to him even if the raw material so supplied is not sufficient for rolling 1000 bidies per day.
- (i) The employee who works for more than one employer shall not be entitled to get the guaranteed wages from any one of these employers.
- (j) The employee shall not be entitled to get the guaranteed wages if the failure of the employer to supply the raw material is due to fire catastrophe, epidemic, civil commotion or other similar causes which are beyond his control.

No. 44 Employment in any Tobacco Processing Establishment.

Explanation :

For the purpose of this entry, the expression "Processing" includes packing or unpacking, Breaking-up, Sieving, thrashing, mixing, grading, drying, curing or otherwise treating the tobacco (including tobacco leaves and stems) in any manner.

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) |
|---------|---|----------------------------------|
| 1 | 2 | 3 |
| I | Skilled Supervisor, Wireman, Fitter. | 90.65 |
| II | Semi-Skilled Press Operator, Mukadam, Marker, Fireman, Oilman, Machine Deliverymen. | 90.10 |
| III | Unskilled Majdoor, Watchman, Miscellaneous Workers | 89.10 |
| IV | Office Staff Accountant Cashier Clerk, Typist Peon | 95.55 93.45 92.65 90.45 |

Explanation for the purpose of this notification: -

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.

(4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 45 Employment in Lany Woolen Carpet Making or Shawl Weaving Establishments.

| Sr. No. | Classes of Employees | Rates payable per day (Rs.) |
|------------|----------------------|-----------------------------|
| 1 | 2 | 3 |
| I | Skilled | 97.35 |
| II | Semi-Skilled | 96.85 |
| III | Unskilled | 93.15 |

Explanation for the purpose of this notification: -

- (1) The entire State shall be treated as one Zone.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.
- (4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
- (5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.
- (6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
- (7) Male and female employees should be given equal wages for equal work.
- (8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

No. 4 6 Employment in any Shops and Commercial Establishment

| Sl. No. | Classes of Employees | Rates payable per day (Rs.) | | |
|---------|---|-----------------------------|---------|----------|
| | | Zone -I | Zone-II | Zone-III |
| 1 | 2 | 3 | 4 | 5 |
| I | Class I - A Manager, Head Munim, Secretary, Head Cashier, Stenographer, Head Clerk, Office Superintendent, Head Salesman, Employee who works efficiently by exercising considerable independent Judgement discharges his duties with responsibility and possesses thorough and comprehensive knowledge of trade, craft or industry in which he is employed, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries. | 103.10 | 100.95 | 97.80 |
| II | Class I - B Junior Clerk, Bill Clerk, Ughrani Clerk, Delivery Clerk, Typist, Munim, Cashier, Accountant, Salesman, Sales Clerk, Compounder, Driver, Employee who does the work of a well defined routine nature and discharges the duties assigned to him independently and with responsibility, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries. | 100.90 | 97.80 | 96.50 |
| III | Class II Packer, Builders, Tolats, Shop Assistants, Employees who performs duties assigned to him of a relatively narrow job involving routine operations, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries. | 98.70 | 96.50 | 96.00 |

| 1 | 2 | 3 | 4 | 5 |
|---|-----------|-------|-------|-------|
| IV | Class III | 96.50 | 96.00 | 95.55 |
| Peon, Messenger, Watchman, Mazdoor, Employee who performs duties of simple nature and physical exertion, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries. | | | | |

Explanation for the purpose of this notification: -

- (1) (a) Zone I shall comprise the areas within the limits of the Municipal Corporation as constituted under the Bombay Provincial Municipal Corporations Act, 1949 and the areas falling within a peripheral distance of ten kilometers from the aforesaid limits,
 - (b) Zone II shall comprise the areas within the limits of the towns and cities having a population of one lakh and above according to the figures of latest census available and the areas falling within a peripheral distance of five kilometers from the aforesaid limits,
 - (c) Zone III shall comprise all the areas in the State of Gujarat other than those not included in Zone I and Zone II.
- (2) In case of an employee employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the number of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belong.
- (3) The University Campus, The Agricultural University Campus and The Cantonment Area shall pay the Minimum rates of wages of the Scheduled employment of the nearest Zone.
- (4) The worker employed on part time basis shall be paid 50 percent of the minimum rates of wages plus special allowance if he works upto four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.

(5) The employees employed by contractor or other agencies in the scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong.

(6) The perquisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such perquisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.

(7) Male and female employees should be given equal wages for equal work.

(8) The Minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages fixed for the class of employees to which he belongs plus special allowance for the first three months. After three months they shall be paid in full.

By order and in the name of the Governor of Gujarat.

(Smt. S. K. Bamaniya)
Under- Secretary.

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અમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૩૦મી ઓક્ટોબર, ૨૦૦૪.

ઔદ્યોગિક વિવાદ અધિનિયમ, ૧૯૪૭ (સને ૧૯૪૭નો ૧૪મો).

ક્રમાંક કેએચઆર-૨૦૦૪/૧૪૨/આઈડીએ-૧૦૯૮-૧૮૨૨-મ (૪).- ગુજરાત સરકારને ખાતરી થઈ છે કે, જેના સંબંધમાં રાજ્ય સરકાર સમુચિત સરકાર હોય અને જેનું સમગ્ર ઉત્પાદન નિકાસ કરવામાં આવતું હોય તેવા ઉદ્યોગો હેઠળના કામદારોના રોજગારને સને ૧૯૪૭ના ઔદ્યોગિક વિવાદ અધિનિયમ (જેનો ઉલ્લેખ હવે પછી “ઉક્ત અધિનિયમ” એ રીતે કરેલ છે) ના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરવામાં આવે, તે જાહેર હિતમાં જરૂરી છે.

તેથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન) ના પેટા-ખંડ (૬) થી મળેલી સત્તાની રૂએ ગુજરાત સરકાર, આથી કંડલા સ્પેશીયલ ઈકોનોમીક ઝોન, ગાંધીધામ (કચ્છ) માં આવેલ કામદારોના રોજગારની સેવાઓને જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

જે. એલ. જોષી,
સેક્શન અધિકારી.

સરકારી મુદ્રણાલય, વડોદરા.

EXTRA No. 40

REGISTERED No. G-BA-14-E



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શ્રમ અને રોજગાર વિભાગ

જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૪થી નવેમ્બર, ૨૦૦૪.

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ત્રોથી હવે, ઉક્ત અધિનિયમની કલમ-૨ના ખંડ (એન) ના પેટા-ખંડ (ઙ) થી મળેલી સત્તાની રૂએ ગુજરાત સરકાર, આથી બીરલા સેલ્યુલોઝીક, મુ. ખરચ, કોસંબા આર. એસ., જિલ્લો ભરૂચના કામદારોના રોજગારને આ જાહેરનામાની તારીખથી છ માસની મુદત સુધી ઉક્ત અધિનિયમના હેતુઓ માટે “લોકોપયોગી સેવા” તરીકે જાહેર કરે છે.

ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

જે. એલ. જોષી,

સેક્શન અધિકારી.

સરકારી મુદલાલય, વડોદરા.



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જાહેરનામું

સચિવાલય, ગાંધીનગર, તારીખ ૪થી ડિસેમ્બર, ૨૦૦૪.

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ગુજરાતના રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

જે. એલ. જોષી,
સેક્શન અધિકારી.

સરકારી મુદ્રણાલય, વડોદરા.



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LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 3rd December, 2004.

GUJARAT UNPROTECTED MANUAL WORKERS (REGULATION OF EMPLOYMENT AND
WELFARE) ACT, 1979.

No. KHR/156-UOL-1090-248-M(2).—In exercise of the powers conferred by
sub-section (1) (3) of section 6 of the Gujarat Unprotected Manual Workers
(Regulation of Employment and Welfare) Act, 1979 (Guj. 25th of 1979), the
Government of Gujarat hereby :-

(a) nominates the following persons to be the members in place of the present members of the Cloth Market and Shops Labour Board for Ahmedabad established under Government Notification, Labour and Employment Department No. KHR-29-UOL-1090-248-M (2), dated 20th February 1997, being the members representing the State Government, employers and unprotected workers, namely :-

Members representing the State Government :

1. The Commissioner of Labour, Gujarat State, Ahmedabad.
2. The Deputy Secretary (Rural) to Government, Labour and Employment Department.

Members representing the employers :

1. Shri Jantibhai Kasturbhai Shah, the President, Maskati Kapad Market Mahajan, Railwaypura, Ahmedabad.
2. Shri Hajarimal Parasmal Vaswani, the President, Sindhi Kapad Market Mahajan, Kalupur Kotni Rang, Ahmedabad.
3. Shri Visabhai Khodabhai Patel, the President, Panchkuwa Kapad Market Mahajan, Panchkuwa, Ahmedabad.

Members representing the Unprotected Workers :

1. Shri Hajariji Vaghaji Bhat, the President, Ahmedabad Maskati Kapad Mahajan, Hathlari Mandal, New Cloth Market, Ahmedabad.
2. Shri Jayantibhai Chamanlal Thakor, the Hon. Secretary, Ahmedabad Maskati Panchkuwa Kapad Mahajan Hathlari Mandal, New Cloth Market, Ahmedabad.
3. Miss Manali Shah, Vice-President, Shri Swashrayi Mahila Seva Sangh (SEWA), Opp. Viktoria Garden, Bhadra, Ahmedabad.

(b) nominates Commissioner of Labour, Gujarat, to be the Chairman of the said Board.

(c) Prescribed that the term of office of the members of the said Board shall be three years from the date of publication of the notification in the *Official Gazette*.

By order and in the name of the Governor of Gujarat,

K.B. VASAVA,
Deputy Secretary.

EXTRA No. 43

REGISTERED No. G-BA-14-E



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LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Sachivalaya, Gandhinagar, 16th December, 2004.

No. KHR-2004-160-NAS-102004-1082-R(2).—In exercise of the powers conferred under section -24 (1) (4) of the Apprentices Act, 1961, and in suppression of the previous orders issued in this behalf, the Government of Gujarat hereby re-constitutes the State Apprenticeship Council and nominates members thereon as follows namely :-

- (1) Chairman : Minister, Labour and Employment
Government of Gujarat.
- (2) Representative of Central Government (one). : Director General, Employment and Training New Delhi, or his representatives.
- (3) Representative of State Government (Eight). :
 1. Addl. Chief Secretary/Principal Secretary/Secretary. Member
Labour and Employment Department, Gandhinagar.
 2. The Director, Employment & Training, Member
Gandhinagar.
 3. The Commissioner of Labour, Member
Ahmedabad.
 4. Joint Secretary / Deputy Secretary (Employment). Member
Labour and Employment Department,
 5. Addl. Chief Secretary / Principal Secretary / Secretary. Member
Roads & Buildings Department, Gandhinagar.
 6. Addl. Chief Secretary / Principal Secretary / Secretary. Member
Energy and Petrochemicals Department, Gandhinagar.
 7. The Commissioner of Industries, Member
Gandhinagar.
 8. The Director, Technical Education, Member
Gandhinagar.
- (4) Representatives of Public Sector (Two) :
 - 1 Director, Administration, Gujarat Electricity Board, Vadodara.
 2. Managing Director, Gujarat Mineral Development Corporation, Ahmedabad.
- (5) Representatives of Private Sector (Two) :
 1. Shri Anil Kumar K. Bhargav Deputy General Manager (HRD), Nirma Limited, Ashram Road, Ahmedabad.

2. Shri R. Hari, Vice President (P & A),
The Ahmedabad Electricity Co. Ltd.,
Ahmedabad.
- (6) Persons having special knowledge relating to industries and labour (Two) : 1. Shri Nikhilkumar B. Patel, National Vice Chairman, Laghu Udyog Bharti, Odhav, Ahmedabad.
2. Shri Maganbhai H. Patel, Gujarat State Laghu Udyog Mahamandal, Ashram Road, Ahmedabad.
- (7) Representatives of recognised Labour Unions in the State (One) : 1. Shri Dipak Trivedi, Bhavnagar.
- (8) Representatives of Technical Education in Council (One) : 1. The Member Secretary, Gujarat State, Technical Education Council, Gandhinagar.
- (9) Member Secretary : 1. Addl. Director, Office of the Director, Employment & Training, Gandhinagar.

2. The function of the Council shall be as under :-

- (1) To arrange for the periodical assessment of the requirements of trained persons in the Industries in the State.
- (2) To make recommendations to the Central Apprenticeship Council (through the State Government) regarding the additional trades which should be specified as designed trades and the areas and industries which should be covered by the Act as also to indicate the lines alongwith special steps which need to be taken.
- (3) To review from time to time the implementation of the programme of apprenticeship training in the State and to make recommendations to the Central apprenticeship Council (through the State Government) for possible improvements and for modifications considered necessary in the standards of training already laid down.

- 2(4) To conduct periodical instruction of establishments where the apprenticeship training programmes are in operation with a view to finding out wherever the requirement, for apprenticeship training as laid down in the Act and the rules made there under being observed.
- 2(5) To arrange for collection dissemination display etc. of any useful information pertaining to the training of apprenticeship.
- 2(6) To generally assist the Central Apprenticeship Council in the discharge of its responsibilities.

Tenure and headquarters of the council :

3. The tenure of the Council shall be for a period of three years and membership of the council shall be co-terminus with the tenure of the council. The headquarters of the council shall be at Gandhinagar.

Cessation of Membership :

- 4(1) A member of the Council shall be for cease to be member, if he dies, resigns, become of unsound mind, is declared insolvent or he is convicted for Criminal offence involving moral turpitude.
- 4(2) A resignation of membership shall be tendered to the Secretary and shall not take effect until it has been accepted by the Chairman.

Filling of vacancies.

- 5(1) Any vacancy in the membership of the Council caused by reason mentioned in the para-4 above, shall be filled by the State Government.
- 5(2) A member appointed to fill a casual vacancy shall hold office, so long as the member where place he fills would have been entitled to hold office as if the vacancy hold not occurred.

Time and place of the meeting.

6. The Council shall meet as often as may be necessary and atleast over a year on such date, time and place, as may be determined by the Chairman.

Notice of the meeting.

7. The Secretary shall give a notice of not less than fifteen days for a meeting of the Council to each member, but, at a shorter notice may be given for holding an emergent meeting.

Quorum for the council.

8. One-third of the members of the Council, shall constitute the quorum for any meeting of the council.

Decision by majority.

- 9(1) all question to be decided by the council shall be in accordance with the option of the majority of the member present and voting.

- 9(2) each member shall have one vote, if there is Equality of votes, the Chairman shall exercise the casting vote.

- 9(3) Copies of all proceedings of the Council shall be furnished to the Secretary to the State Council for Training in Vocational Trades.

Any views expressed or suggestions made there-on by the said council shall be considered by the Council.

- 9(4) In all matters, the council shall follow such procedure, as it may determine.

Power to co-opt members.

10. The council may at any time invite person to attend its meeting, to give advices or assist in any matter. The person so invited shall, however, not be entitled to vote on any question coming before the council.

Committees of the Council.

- 11(1) The council shall have the powers to appoint such standing or special committees for assisting it in the discharge of its functions as may be considered expedient by it.

- 11(2) The composition and the functions of the standing or special committees shall be determined the Council.

Authentication of acts and Proceedings.

12(1) All Acts and proceedings of the council shall have authentication by the Chairman, or with the written approval of the Chairman, by the Secretary, of the Council.

12(2) The Secretary of the Council shall carry out the decision of the council.

TA/DA to members.

13. For the purpose of the traveling allowance and daily allowance the committee shall be treated as State level Committee and the Chairman, Vice Chairman and non-official members of the Committee should be paid T. A. and D. A. for journey performed by them in connection with the work of the Committee in accordance with the Scale-I specified in rule I(1) (KH) of Appendix 42 (A) to the B.C.S.R., Vol. II. For purpose of traveling allowance and daily allowance to the The Local non-official members of the council shall be entitled to the conveyance charges actually incurred by them for attending the meeting of the council, as laid down in Government Resolution, Finance Deptt. No :MBS/1279/501/J, dated 20th March, '79 as amended from time to time.

14. The expenditure involved shall be debited to the budget head, "287-Labour and Employment-B-Employment and Training" and shall be met from the grant sanctioned there under.

By order and in the name of the Governor of Gujarat,

M. L. PATADIA,

Joint Secretary to the Govt. of Gujarat,
Labour and Employment Department.



सत्यमेव जयते

The Gujarat Government Gazette

EXTRA ORDINARY

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Separate paging is given to this part in order that it may be filled
as a separate compilation

PART I-L

Notifications, Orders and Awards (other than those published in Part I,
IV-A, IV-B and IV-C) under (Central) Industrial Disputes Act
and Gujarat Industrial Relations Act

BY THE DEPUTY COMMISSIONER OF LABOUR AND COMPETENT
AUTHORITY UNDER THE MINIMUM WAGES ACT, 1948, AHMEDABAD.

Notification

MINIMUM WAGES ACT, 1948.

No. KH/SHMC/34324/MWA/6.- In pursuance of clause (a) of Section 2 of Minimum Wages Act, 1948, in its application to the State of Gujarat, I, the Deputy Commissioner of Labour, Ahmedabad the Competent Authority appointed under clause. (c) of the said section 2, hereby declare cost of living index number ascertained by me and specified in column 2 of the scheduled annexed here to applicable to the employees employed in employments mentioned in part-I of the schedule to the Act.

SCHEDULE

(Average prices for the calendar year 1960=100)

| Month | Cost of living Index Number |
|-----------------|-----------------------------|
| September, 2004 | 2481 |
| October, 2004 | 2490 |

Ahmedabad, 20th December, 2004.

H. R. SHAH,

Deputy Commissioner of Labour,
& Competent Authority under the
Minimum Wages Act, 1948, Ahmedabad.

નાયબ ગ્રામ આયુક્ત અને સને ૧૯૪૮ના લઘુત્તમ વેતન
અધિનિયમ અન્વયે સક્ષમ અધિકારી દ્વારા

જાહેરનામું

લઘુત્તમ વેતન અધિનિયમ, ૧૯૪૮.

નંબર કેએચ/એસએચએમસી/૩૪૩૨૪.- ૧૯૪૮ના લઘુત્તમ વેતન અધિનિયમની કલમ-૨ના ખંડ (ધ) મુજબ એ અધિનિયમ ગુજરાત રાજ્યને લાગુ પડતા નાયબ ગ્રામ આયુક્ત, અમદાવાદ અને ઉક્ત કલમ-૨ના ખંડ (ગ) હેઠળ સક્ષમ અધિકારી તરીકે નિમાયેલ હું, આથી અધિનિયમની અનુસૂચિના ભાગ-૧માં જણાવેલ રોજગારીમાં નોકરી કરતા શ્રમયોગીઓને લાગુ પડતા આ સાથે જોડેલી અનુસૂચિના ખાના-૨માં જણાવેલા અને મેં ખાતરી કરેલા ખર્ચના સૂચિઓંકની જાહેરાત કરું છું.

અનુસૂચિ

(૧૯૬૦ના આખા અંગ્રેજી વર્ષ માટેના સરેરાશ ભાવ=૧૦૦)

| મહિનો | જીવનનિર્વાહ ખર્ચના સૂચિઓંક |
|-----------------|----------------------------|
| ૧ | ૨ |
| સપ્ટેમ્બર, ૨૦૦૪ | ૨૪૮૧ |
| ઓક્ટોબર, ૨૦૦૪ | ૨૪૯૦ |

અમદાવાદ, તારીખ ૨૦મી ડિસેમ્બર, ૨૦૦૪.

એચ. આર. શાહ,

નાયબ ગ્રામ આયુક્ત અને
લઘુત્તમ વેતન અધિનિયમ અન્વયે
સક્ષમ અધિકારી, અમદાવાદ.